AGREEMENT BETWEEN CITY OF MANCHESTER AND TEAMSTERS UNION LOCAL NO. 633 OF NH

Affiliated with the International Brotherhood of Teamsters

July 1, 2016- JUNE 30, 2017

(CITY LIBRARY)

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ARTICLE ONE

<u>Purpose</u>

The objectives of this Agreement are the promotion of harmonious and cooperative relations between the City, the Union and members thereof; and the establishment of an equitable and peaceful procedure for the resolution of differences arising between them concerning wages, hours and other conditions of employment other than managerial policy within the exclusive prerogative of the public employer as defined in RSA 273-A. This statement of purpose shall not be subject to the grievance and arbitration provisions of this Agreement.

ARTICLE TWO

Recognition

- **2.1** The Manchester City Library hereby recognizes Teamsters Local 633 of New Hampshire, hereinafter, the "Union", as the exclusive representative of the bargaining unit for the purpose of collective bargaining with respect to wages, hours and other terms and conditions of employment other than managerial policy within the exclusive prerogative of the public employer as specified in RSA 273-A:1, XL Such managerial prerogatives shall not be subject to the grievance and arbitration provisions of this Agreement.
- **2.2** The bargaining unit is defined as follows:

All regular full-time employees of the Manchester City Library in the classifications of Assistant Librarian, Library Clerk I, Library Clerk II, Information Support Specialist, Office Assistant and Accounting Technician.

All other employees are excluded from the bargaining unit.

ARTICLE THREE

Management's Rights

The Board of Mayor and Aldermen of the City of Manchester, the Library Trustees, the Library Director and his/her designee(s) shall continue to have, whether exercised or not, all the rights, powers and authority heretofore existing, including but not limited to the following:

The Library Trustees and/or the Library Director and his/her designee(s) shall determine the levels and standards of service to be offered by the Manchester City Library, determine the standards of selection for employment and promotion, direct the bargaining unit members, take disciplinary action, relieve bargaining unit members from duty because of lack of work, budgetary constraints or for other legitimate reasons; issue and enforce rules and regulations; maintain the efficiency of governmental operations; determine the means, methods and personnel by which the Library's operations are to be conducted; determine the content of job classifications; exercise complete control and discretion over its organization and the technology of performing its work; and fulfill all of its legal responsibilities.

All of the rights, responsibilities and prerogatives that are inherent in the Board of Mayor and Aldermen, the Library Trustees, the Library Director and his/her designee(s) by virtue of statutory and charter provisions cannot be subject to any grievance or arbitration proceeding.

ARTICLE FOUR

Contracting and Subcontracting Out

- **4.1** The right of any public agency or private individual(s) or business(es), other than the Manchester City Library, to contract for work of the nature ordinarily performed by the Manchester City Library, shall not be affected by this Agreement,
- **4.2** The City of Manchester recognizes the concern of the Union in regard to contracting or subcontracting work which results in a reduction of the work force.
- **4.3** If the City of Manchester, the Library Trustees or the Library Director changes the method of operations which involves contracting out work which is now being performed by bargaining unit employees, the City and/or the Library Department will give notice to the Union of its intention. In those cases where bargaining unit members are not absorbed into other City positions, the City and/or Department will provide as much advance notice of impending lay-off as is reasonably possible.

ARTICLE FIVE

Stability of Agreement

- **5.1** This Agreement represents the entire agreement between the parties hereto and may not be modified in whole or in part except by an instrument in writing, duly executed by both parties.
- **5.2** Should any article, section or portion thereof of this Agreement be determined to be invalid because it is in conflict with a Federal or State law or be held to be unenforceable by any court of competent jurisdiction, such determination shall apply only to the specific article, section or portion thereof specified in the decision; provided, however, that all other provisions of this Agreement and the application thereof shall remain in full force and effect.

ARTICLE SIX

No Strike or Lockouts

- **6.1** No bargaining unit member shall engage in, induce or encourage any strike, work stoppage, sickin, sick-out, work slowdown, work to rule, or withholding of services from the City of Manchester or the City Library.
- **6.2** The Union agrees that neither it, nor any of its officers or agents, national or local, will call, institute, authorize, participate in, sanction or ratify any such strike, work stoppage, sick-in, sick-out, work slowdown, work to rule, or withholding of services from the City of Manchester on the City Library. In the event of any such activity, neither the City nor the City Library shall be required to negotiate on the merits of the dispute which gave rise to such activity until any and all such activity has ceased.
- **6.3** Should any bargaining unit member(s) engage in any activity prohibited in Section 6.1, above, the Union shall forthwith disavow any such activity in writing and shall take all reasonable means to induce such bargaining unit member(s) to terminate such activity forthwith, including but not limited to any and all disciplinary measures which may be taken pursuant to the Union's Constitution and By-laws, or similar governing document.

- **6.4** In the event of any activity prohibited under Section 6.1, above, bargaining unit members participating in the same shall be subject to disciplinary action, including immediate termination.
- **6.5** The City of Manchester and the City Library will not engage in any lockout.

ARTICLE SEVEN

Rules and Regulations

The rules and regulations of the Manchester City Library which are now in effect or which may be promulgated or amended by the Library Trustees or the Library Director shall be the prime governing factor in the conduct and actions of all bargaining unit members and every such member shall be thoroughly conversant with them.

ARTICLE EIGHT

Non-Discrimination

The Board of Mayor and Aldermen, the Library Trustees, the Library Director and his/her designee(s) and the Union agree that there will be no discrimination against bargaining unit members on account of membership or non-membership in the Union.

The Union officers and members agree not to bar bargaining unit members from joining or remaining in the Union, except for non-payment of dues.

The Board of Mayor and Alderman of the City of Manchester, the Library Trustees, the Library Director and his/her designee(s) agree that there shall be no interference, restraint or coercion against any employee because of presenting a grievance, or against any employee who may represent others in the discharge of his/her duties.

ARTICLE NINE

Hours of Work and Overtime

- **9.1** Bargaining unit members shall be assigned to work five (5) days per week, but are allowed the option, with the approval of his/her supervisor, of working six (6) days for the express purpose of making up time in order to reach the forty (40) hour work week.
- **9.2** Bargaining unit members shall be paid overtime in accordance with the Fair Labor Standards Act (FLSA).
- **9.3** Notwithstanding the other sections of this Article, bargaining unit members may be allowed the option of flexible work hours subject to the written approval of the Library Director or his/her designee. In the event that a less than five (5) day work week is established, bargaining unit members are allowed the option of working less than the five (5) or six (6) day work week while still meeting the forty (40) hours needed.
- **9.4** Notwithstanding the other sections of this Article, bargaining unit members may elect to rearrange their schedules by swapping hours with other bargaining unit members subject to the written approval in advance from their immediate supervisor.

Determination of the work schedules shall be made by the Library Director or his/her designee.

ARTICLE TEN

Sick Leave Accrual and Payment

- **10.1** Effective July 1, 2007 or the date of ratification, whichever comes later, all bargaining unit members shall be entitled to paid sick leave which shall accrue at the rate of one and one-quarter (1 1/4) work days for each completed month of service. Accrual shall include the six (6) month probationary period, but employees will not be allowed to use sick leave until they have satisfactorily completed the probationary period. Unused sick leave may be accumulated up to a maximum of one hundred twenty (120) work days.
- **10.2** Bargaining unit members eligible for sick leave with pay may use such sick leave for absence due to their illness or injury; or the illness or injury of a spouse, child or other blood relative or ward residing in the same household when FMLA leave is approved; or for the bargaining unit member's exposure to contagious disease.

Bargaining unit members shall be required to substantiate sick leave in excess of three (3) days with a letter from a qualified physician or any other excuse acceptable to the Library Director or his/her designee(s). In the case of chronic absenteeism or if the Library Director or his/her designee(s) has reason to believe that a bargaining unit member is abusing his/her sick leave, he/she shall give the bargaining unit member a written warning. If the suspected abuse continues, the Library Director or his/her designee(s) may request a doctor's certificate for each period of illness.

- If, after a written warning has been issued, there is a substantial improvement in the bargaining unit member's sick leave record for twelve (12) months, the written warning shall be removed from the bargaining unit member's record.
- 10.3 When a bargaining unit member terminates his/her employment with the Manchester City Library, all sick leave credits shall be canceled, except in cases of paid retirement, paid duty disability retirement or death In such cases, accrued sick leave shall be payable to the bargaining unit member or his/her designated beneficiary; provided however, that payment shall not exceed eighty (80) days, plus one quarter (1/4) of the balance of the days accrued over eighty (80) but not more than one hundred twenty (120) days.

Employees hired after July 20, 2004 shall be entitled to payment for accrued sick leave, under the conditions specified above; provided however, that payment shall not exceed sixty (60) days.

- **10.4** Bargaining unit members shall also be entitled to the benefits under City Ordinance 33.081 (H), as it may be amended from time to time.
- **10.5** Bargaining unit members must use all of their accrued sick leave, any sick leave bank benefits to which they are entitled and all other accrued paid leave before they will be allowed to use unpaid leave for personal illness or injury or exposure to contagious disease.

10.6 Sick Leave Incentive

Effective July 1, 2003 or the date of ratification, whichever comes later, bargaining unit members who used forty-eight (48) hours of sick leave or less in the preceding calendar year will qualify for two (2) personal leave days to be scheduled by the Library Director or his/her designee. Personal leave days must be used during the calendar year to which they are credited and shall not accumulate or be carried over to the following year.

10.7 Absence Without Leave

Any bargaining unit member who is absent from duty shall report the reason therefore to his/her supervisor prior to the date of absence when possible and in no case later than the second day of absence, unless there are extenuating circumstances. All unauthorized and unreported absence shall be considered absence without leave and deduction of pay shall be made for the period of absence. Such absence may be grounds for disciplinary action.

ARTICLE TEN (A)

Sick Leave Bank

Bargaining unit members shall be eligible to participate in the City's Non-Affiliated Sick Leave Bank under its rules and regulations as they may be amended from time to time. Decisions of the Non-Affiliated Sick Leave Bank Committee shall not be grievable.

ARTICLE ELEVEN

Discipline

- **11.1** All bargaining unit members shall be required to attend any investigatory interviews scheduled by the Library Director or his/her designee. If a bargaining unit member has a reasonable fear that discipline may result from the investigatory interview, he/she shall be entitled to union representation if he/she makes such a request. If a union representative is present at the investigatory interview he/she may not interfere with the investigatory interview. The investigatory interview shall not be unreasonably delayed because of the unavailability of a specific union representative.
- **11.2** No bargaining unit member shall be disciplined without just cause. Disciplinary decisions may be grieved under Article 13 of the Agreement; provided however, an arbitrator may not substitute his/her judgment for that of the Library Director or his/her designee in the exercise of rights granted or retained by this agreement.

ARTICLE TWELVE

Union Rights

- **12.1** With the exception of processing grievance matters and negotiating contracts the Union will not be allowed to transact any business on City Library time. The Union steward shall be allowed reasonable amounts of City Library time for the handling of grievances. The City Library shall have no obligation to pay the steward for time spent in grievance matters when he or she is not scheduled for work.
- **12.2** The Union shall be allowed to use Library facilities for off-duty meetings concerning matters covered by this Agreement when such facilities are available and such meetings would not conflict with the business of the Library. Requests for use of Library facilities shall be made to the Library Director or his/her designee at least seven (7) days prior to the date of the requested use. The Library Director or his/her designee shall respond to the request within four (4) days.

ARTICLE THIRTEEN

Grievance Procedure

1. Definitions

A "grievance" is a claim based upon the interpretation, meaning or application of any of the provisions of this Agreement Only claims based upon the interpretation, meaning or application of any of the provisions of this Agreement shall constitute grievances under this Agreement.

The term "days" when used in this Article shall mean Monday through Saturday excluding holidays or other days when the Manchester City Library is closed.

2. Purpose

The purpose of the procedure is to secure, at the lowest possible administrative level, equitable solutions to problems which may, from time to time, arise affecting the welfare or working conditions of any bargaining unit member having a grievance. Both parties agree that the proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure, which shall be handled as provided in this Article.

Nothing herein contained will be construed as limiting the right of any bargaining unit member having a grievance to discuss the matter informally with any appropriate supervisor and to have the grievance adjusted without the intervention of the Union, provided that such adjustment is not inconsistent with the terms of the Agreement. The Union shall have the right to communicate its concerns to the appropriate administrator, relative to any interested party; however, this right shall not extend to being present at any meeting, unless the grievant wants the Union to be there. Any adjustment reached without the presence of a designated representative of the Union shall not be precedential in any way.

3. Procedures

Since it is anticipated that nearly all grievances can be resolved informally at level one, it is important that the complaint be processed as rapidly as possible. The timelines contained herein should be considered maximum. The time limits may be extended by mutual agreement, in writing.

Bargaining unit members shall, notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations until their grievance(s) is resolved.

A. Level One-Discussion

If the grievance is not brought to the attention of a bargaining unit member's Supervisor within twenty (20) days after the grievant knew or should have known of the act or condition upon which the grievance is based, then the grievance shall be considered waived. An aggrieved person shall give a written notice to the Supervisor and a brief explanation of the alleged grievance. Such aggrieved person will informally discuss the complaint with his/her Supervisor either directly or through the Union representative with the object of seeking resolution. The supervisor shall hold a discussion with the grievant and his/her Union representative, if the representative is requested by the grievant. The Supervisor shall give an answer within five (5) days from the date that the grievance is informally received.

B. Level Two-Formal Grievance

If the grievant is not satisfied with the disposition of the grievance at Level One, or if no decision has been rendered within ten (10) days after the informal meeting at Level One, the grievant may file the grievance, in writing, with the Library Director or his/her designee. The grievance and its specifics shall be submitted on the form contained in Appendix A of this Agreement.

Within (10) days of the receipt of the written grievance, the Library Director or his/her designee shall meet with the aggrieved person in an effort to resolve it The Library Director or his/her designee shall render his/her decision within five (5) days after the meeting.

C. Level Three-Pre-Arbitration

If the grievant is not satisfied with the disposition of the grievance at Level Two or no decision has been rendered within the time frames specified in Level Two, the grievant may refer the matter, in writing, within five (5) days after the decision at Level Two, or twenty-five (25) days after the complaint was referred to Level Two to the City's Chief Negotiator/Contract Administrator, who shall schedule a pre-arbitration meeting within fifteen (15) days after receiving the request.

Representatives of the City Library, the Union, the grievant and the Chief Negotiator/Contract Administrator will attend the pre-arbitration meeting. The purpose of this meeting is to determine if the grievance can be resolved without arbitration. If no satisfactory resolution is reached as a result of the

meeting, the Union may submit a written demand for arbitration, with a copy to the Chief Negotiator/Contract Administrator, to the N.H. Public Employee Labor Relations Board within ten (10) days after the pre-arbitration meeting.

D. <u>Level Four-Arbitration</u>

The Arbitrator shall schedule the arbitration hearing at a time and place mutually agreeable to the parties. The Arbitrator shall have no authority to hold a hearing on more than one grievance at any hearing unless the parties mutually agree to the submission of multiple grievances to one arbitrator.

The Arbitrator shall not have the power to alter, add to, or subtract from the terms of the Agreement. The Arbitrator shall have no authority to render a decision which requires the payment for retroactive wages or adjustments which extend prior to the date when an aggrieved employee knew or should have known of the act or condition upon which the grievance was based, as specified in Section 3A of this Article.

The decision of the arbitrator shall be final and binding.

The cost for the services of the Arbitrator, including reasonable expenses, shall be borne equally by the parties in cases of suspension and termination, only. In all other cases, the expenses of the arbitrator shall be borne by the losing party. It shall be incumbent upon the arbitrator to designate the losing Party. The parties agree that the party who requests a postponement of any arbitration hearing shall be obligated to pay any related postponement costs or fees.

E. <u>Miscellaneous</u>

- 1. Failure at any level of the grievance procedure of "management" to render a decision within the specified time limits shall permit the grievance to proceed to the next level.
- 2. Failure of the grievant and/or the Union to abide by the time limits set forth in this article shall result in the grievance being dismissed without further action being taken with respect to such grievance.
- 3. No reprisals of any kind will be taken by "management" or the Union against any party of interest, any Union representative or any other participant in the grievance procedure by reason of such participation.
- 4. The Library Director or his/her designee may initiate a grievance against any bargaining unit member or the Union under the terms of this Article by specifying to the Union, in writing, the specific name (s), date(s), alleged violation(s) or misapplication(s) and the provision(s) of this Agreement involved. Such a grievance shall be commenced at Level Three.

If such a grievance is not filed within forty-five days of the date(s) of the alleged violation(s) or misapplication(s), then the grievance shall be considered waived.

5. The Library Director agrees to allow a Union grievance representative and an aggrieved employee(s) reasonable time, without loss of pay, during regular working hours for the purpose of processing grievances only, provided such time away from work does not interfere with the work of the area(s) involved. Such time will not be withheld unreasonably. The Union grievance representative will obtain prior permission to absent him/herself from work before leaving a work site and shall obtain prior permission of the appropriate supervisor involved before interrupting the work of an aggrieved employee(s). Employees shall not be entitled to vehicle reimbursement if they travel for grievance purposes.

ARTICLE FOURTEEN

Salaries

NOTE: The bargaining unit members' work weeks are specified in Article 9.

- **14.1** Effective July 1, 2016, the Salary Schedule shall be increased by one percent (1%). Yarger-Decker Pay Matrix Step and Longevity Increases to be paid retroactively to July 1, 2016.
- **14.2** Bargaining unit members will receive a step increase on their anniversary date of current position. This step increase will be subject to a satisfactory performance evaluation. Evaluation step increases will stop when a bargaining unit member reaches Step 13 on the included Salary Schedule.
- **14.3** Outstanding performance evaluation bonus payments will cease, effective on the date of ratification.
- **14.4** Bargaining member appeals of their annual performance evaluations will be conducted according to the process agreed to by the Union and the City. See Appendix B.
- **14.5** The longevity waiting periods for bargaining unit members shall be 10-15-20- 25-30-35-40-45 years of service. An increase of three percent (3.0%) will take effect on the bargaining unit member's anniversary date of employment.
- **14.6** Bargaining unit members who are promoted to a higher grade shall be placed on the lowest step of the new grade which will provide a minimum of a ten percent (10.0%) increase in salary.
- **14.7** Bargaining unit members who have attained the requirements of the achievement grade (A-Step) associated with their positions will be placed on the corresponding step on the achievement grade.

ARTICLE FIFTEEN

Temporary Duty in a Higher Classification

- **15.1** In any case when a bargaining unit member is qualified for and is temporarily required to serve regularly in and accept the responsibility for work in a higher class of position, such bargaining unit member shall receive the entrance rate of that class or one rate step above his/her present rate, whichever is higher, while so assigned, subject to the approval of the Human Resources Director. Such temporary assignment to a higher class of positions, to qualify for the higher rate of pay, shall be regular and continuous in character for at least one work day.
- **15.2** A bargaining unit member may be temporarily assigned to the work of any position of the same or lower pay grade without a change in pay.

ARTICLE SIXTEEN

Medical/Dental Insurance

16.1 Effective July 1, 2012, bargaining unit members will have the option to enroll in the Blue Choice New England POS Plan on a voluntary basis in which case the City will pay eighty-seven and one-half percent (87.5%) of the single, two person or family premium or in the Access Blue New England Plan, in which case the City will pay up to eighty-seven and one-half percent (87.5%) of the single, two person or family premium.

Effective July1, 2013,

the City will pay eighty-five percent (85%) of the premium for the Blue Choice New England POS plan or the Access Blue New England Plan.

- **16.2** The following co-pays will apply to both Blue Choice New England POS Plan and the Access Blue New England Plan:
 - Office Visit \$20.00
 - Specialist Visit \$20.00
 - Chiropractic \$20.00
 - Emergency Room Visit \$150.00 (waived if admitted to the hospital for that visit)
 - Inpatient care, Outpatient surgery, skilled nursing or rehab facility \$100/\$200 co-pay (single/2 person or family)
 - Prescriptions other that mail order (one month supply) \$10/\$30/\$50(Generic, Preferred, Premium)
 - Mail order prescriptions (three month supply) \$20/\$60/\$100(Generic, Preferred, Premium)
- **16.3** It is agreed by all parties concerned the City reserves and shall have the right to change insurance carriers provided that there is no significant decrease in the overall benefits.
- **16.4** Effective as soon as practicable after the date of ratification, bargaining unit members will have the option to enroll in Delta Dental's Plan including coverage A, B & C with a total yearly maximum of \$1,500.00 in which case the City will pay eighty-five percent (85.0%) of the single, two-person or family premium.
- **16.5** Effective July 1, 2003 or the date of ratification, whichever comes later, all bargaining unit members shall be required to pay the employee share of the health and dental insurance premiums as specified in this Agreement. The previous practices under which the City/School District paid the entire premium when both the wife and husband were employed by the City or School District shall lapse.
- **16.6** Bargaining unit members shall be entitled to full participation in the City's Employee Assistance Program (EAP). The parties agree that if the EAP is terminated by the City, this benefit will lapse.
- **16.7** To a bargaining unit member who elects not to receive coverage under any City health insurance plan the City shall pay \$4,000.00 annually in lieu of health insurance coverage. The City shall make said payment in two equal payments of \$2,000.00. The first payment in arrears will be made in January/February and the second payment, in arrears will be made in July/August. Bargaining unit members who encounter a qualifying event so as to make them eligible for enrollment in the City's health insurance plans during either six month period will receive a pro rata amount based on the next

- \$2,000.00 payment. Bargaining unit members will be able to enroll in the City health plans notwithstanding a qualifying event in the annual open enrollment period.
- **16.8** Bargaining unit members hired on or after ratification who are eligible for Health Insurance the City shall pay 80% of the premium. The Blue Choice New England POS Plan and the Access Blue New England Plan will have increased co-pays \$250/\$500 (single/2 person or family) for inpatient care, outpatient surgery, skilled nursing and rehab facilities.
- **16.9** The City may offer a high deductible health insurance plan accompanied by the establishment of a Heath Savings account (HSA) for each enrolled bargaining unit member with a present contribution of \$1,500.00 for an individual and \$3,000.00 for a two person or a family plan. The City retains the right to set annual City contribution and shall each year prior to the open enrollment period disclose any changes to high deductable benefit plan and/or its contribution to the HSA or continuation of the HSA in the following fiscal year. Effective July 1, 2012 for bargaining unit members availing themselves of the option the City shall pay 87.5% of the premium.

Effective July 1, 2013 the City shall pay 85% of the premium. Bargaining unit members will be charged on the basis of a single, two person or a family plan irrespective of the single, two person or family plan designation in the plan itself.

Article 17

Vacations

- **17.1** All bargaining unit members shall be entitled to vacation leave with pay in accordance with the following schedule:
 - a. Accrual rate for two (2) calendar weeks begins on date of hire.
 - b. Accrual rate for three (3) calendar weeks begins at the beginning of six (6) years of continuous service.
 - c. Accrual rate for four (4) calendar weeks begins at the beginning of fifteen (15) years of continuous service.
 - d. Accrual rate of six (6) calendar weeks begins at the beginning of twenty (20) years of continuous service.
- 17.2 Vacation credits shall accrue during the first six (6) working months of employment, but an employee shall not be eligible to use such vacation credits until the successful completion of his/her six (6) month probationary period. If an employee leaves or is terminated for any cause during his/her probationary period, he/she shall not be eligible for payments for any vacation credits. Employees who are initially employed in a full-time temporary status and who are subsequently appointed to a permanent status, without break in service, as determined by the Human Resources Department, shall be allowed credit for the time served in a temporary status towards accrual of vacation benefits.
- **17.3** Vacation pay shall be based upon the employee's regular daily rate of pay. Upon termination, permanent employees shall be <u>paid for all unused vacation time</u>, to a <u>maximum of fifty (50) days</u>, based upon their then current rate of pay.

- **17.4** Maximum vacation accrual. No employee shall be permitted to accrue in excess of two (2) times his/her annual vacation; i.e. employees who earn ten (10) days of vacation per year shall have not more than twenty (20) days earned vacation to their credit at any one time.
- **17.5** Absence on account of sickness, injury or disability in excess of leave authorized in other articles may, at the request of the employee and within the discretion of the Library Director or his/her designee, be charged against earned vacation leave allowance.
- **17.6** In the event that a paid legal holiday as prescribed in Article 18 falls during the week and employee is on vacation, such holiday shall not be charged against the vacation time.

The right to take vacation shall not be unreasonably withheld; however, Management shall determine the number of employees allowed to take vacation in any one (1) week. Employees may request to use vacation time in increments of one quarter (1/4) hour or more.

ARTICLE EIGHTEEN

Holidays

18.1 Permanent full-time employees shall receive their regular compensation for the following named holidays:

New Year's Day
Martin Luther King Day
President's Day
Memorial Day
Fourth of July
Labor Day

Columbus Day
Biennial Election Day
Veteran's Day
Thanksgiving Day
Christmas Day

- **18.2** If a holiday falls on a Sunday and is celebrated on the following Monday or if a holiday falls on a Saturday and is celebrated on the previous Friday, all eligible employees will be paid for that day.
- **18.3** Any employee shall forfeit his/her right to payment of any holiday if he/she has any unexcused absence on the last day preceding such holiday (or the alternative day under section 2, above) or the next regular work day following such holiday (or such alternative day).
- **18.4** Eligible employees who are required to work on a holiday (or the alternate day under section 2, above) when the holiday falls on a scheduled day off shall be allowed to take another day off during the same work week or in the case of employees at the West Side Library shall be allowed a floating holiday, all subject to the operational needs of the library.

ARTICLE NINETEEN

Bereavement Leave

- **19.1** Bereavement leave of five (5) working days with pay between the date of death and the date of the funeral, inclusive, shall be granted to bargaining unit members in the event of the death of their spouse, father, mother, sister, brother, child, father-in-law, mother-in-law, son-in-law, daughter-in-law, grandchild, maternal or paternal grandparent (except step-grandparents) or a blood relative or ward residing in the same household.
- **19.2** Under extenuating circumstances, two (2) additional days with pay may be granted under section 1, with the written approval of the Library Director or his/her designee, such days to be charged to the bargaining union member's accrued sick leave.
- **19.3** At the request of the bargaining unit member, a special leave of one (1) working day with pay, for the purpose of attending the funeral shall be granted the bargaining unit member in the event of the death of his/her, sister-in-law, brother-in-law, aunt, uncle, great grandparents or an ex-spouse provided there are minor children at the time of death.
- **19.4** Under no circumstances shall bereavement leave be paid on an overtime basis.

ARTICLE TWENTY Jury Duty/Special Leave

20.1 Any bargaining unit member who is called for jury duty shall notify the Library Director or his/her designee within five (5) work days after being summoned to appear for jury duty. Notification to the Library Director or his/her designee must be made in advance of jury duty assignment with the supporting documentation. Upon proper notification, the employee called will be paid the difference between the fee received for jury duty and the amount of straight time earnings lost by reason of the jury duty. Satisfactory evidence of actual jury duty must be submitted to the Library Director or his/her designee.

Bargaining unit members who are excused from jury duty for a day or days shall be responsible to report to their assignment. Employees, serving as jurors in the courts of Rockingham, Merrimack or Hillsborough Counties shall, if there are more than two (2) hours remaining in the normal work day, be responsible to report to their work site as soon as possible after being released. Failure to report will disqualify the employee from the City's Jury Duty Leave payment. In this case, the employee will retain the daily stipend paid by the Court in which the employee serves as a juror.

20.2 LEAVES OF ABSENCE

- A. In addition to other leaves authorized by this Agreement, the Library Director or his/her designee, with the approval of the mayor, may authorize an employee to be absent without pay for personal reasons for a period or periods not to exceed ten (10) work days in a calendar year.
- B. The Board of Mayor and Aldermen may authorize special leaves of absence with or without pay for any period or periods not exceed one calendar year for the following purposes: Attendance at college, university or business school for the purpose of training in subjects relating to the work of the employee and which will benefit the employee and the Library Department, urgent personal business requiring the employee's attention for an extended period, such as settling

estates, liquidation of business, attending court as a witness, and for purposes other than the above that are deemed beneficial to the city service.

C. MILITARY LEAVE

Military leave shall be governed by applicable State and Federal law.

D. MATERNITY LEAVE

Maternity leave shall be governed by applicable law.

E. The City shall grant a yearly leave of one (1) day with pay to attend a Union Conference for the designated Union Steward. The Union will request the union leave at least two (2) weeks in advance.

ARTICLE TWENTY-ONE

Education Incentive Reimbursement

- **21.1** Effective July 1, 2003 or the date of ratification, whichever comes later, the following education incentive reimbursement provisions will apply to bargaining unit members.
- **21.2** The City agrees to provide reimbursement to bargaining unit members who complete approved courses relating to their current responsibilities or as part of an approved career development program based upon the following standards: Payment of seventy-five percent (75%) of the cost of such courses but not to exceed \$2,000.00 per employee per fiscal year. Such payments will be made from the non-affiliated employee fund and they will cease when the fund is exhausted.
- **21.3** All courses must be approved in advance by the Library Director or his/her designee, as meeting the requirement that the course is related to the bargaining unit members job or is part of a career development program. Approval must be obtained through the Human Resources Department for payment of the course, under its procedures.
- **21.4** Once a course has been approved, an advance will be made to the bargaining unit member of one-half (1/2) of the authorized seventy-five percent (75%) of the cost of the course tuition and books. The remainder of the reimbursement will be paid to the bargaining unit member upon presentation of a certification of the satisfactory completion of the course.
- **21.5** Approval for courses will be considered on the basis of relevancy of the course, the number of bargaining unit members applying and the funds available.
- **21.6** If a course is paid for in whole or in part through a State or Federal program then the City will not reimburse for such amount, it being the intent of these-provisions to preclude double payment for any course.

ARTICLE TWENTY-TWO

Layoffs

22.1 In the event of a layoff, the Manchester City Library reserves the sole right to determine which classification(s) shall be affected. Employees shall be laid off in the inverse order of their classification seniority, i.e., the employee with the least time in the affected classification shall be laid off first.

No employee who is laid off shall have the right to replace (bump) another employee with less departmental seniority or for any other reason.

22.2 In the event of a layoff, the Manchester City Library shall give written notice to the employee(s) affected at least fourteen (14) calendar days prior to the effective date of the layoff.

In layoffs associated with the contracting or subcontracting of work, the City and/or Department will provide as much advance notice of the impending layoff as is reasonably possible.

ARTICLE TWENTY-THREE

Dues Deduction

- **23.1** Effective on July 1, 2003 or the date of ratification, whichever comes later, the City agrees to authorize the deduction of Union dues from each bargaining unit member who has signed an authorization card and to remit same to Teamsters Local No. 633 of New Hampshire on a monthly basis, on or before the twentieth (20th) day of the month.
 - **23.2** If any bargaining unit member has no check coming to him/her, or if his/her check is not large enough to satisfy the dues then no deduction will be made. In no event will the City be required to deduct fines or assessments beyond the regular monthly dues.
 - **23.3** The City and the Manchester City Library and all of their employees and agents shall be held harmless in any dispute whatsoever arising between the Union and the bargaining unit member(s) regarding the payment of Union dues.
 - **23.4** The City will notify Teamsters Local 633 of New Hampshire in writing within ten (10) working days of the cancellation of Union dues deductions by a bargaining unit member who had previously signed an authorization card.
 - **23.5** The City agrees to a D.R.I.V.E. check-off for bargaining unit members. Upon written authorization by the employee, the City shall deduct the amount specified by the employee on a weekly basis and shall remit same to the Granite State Teamsters' D.R.I.V.E. account. The employee shall provide written authorization in the form required by law.

ARTICLE TWENTY-FOUR

Life Insurance

- **24.1** Effective July 1, 2003 or the date of ratification, whichever comes later, the City will provide for a Life Insurance fund to provide for the payment of a death benefit of an amount equal to the bargaining unit member's last yearly base pay, but not to exceed \$50,000.00 to the named beneficiary or estate of any member of the bargaining unit who dies from any cause while employed by the City or within sixty (60) calendar days after resignation for health reasons.
- **24.2** The City reserves the right to contract with a qualified insurance carrier of its choosing to provide the benefits specified.

ARTICLE TWENTY-FIVE Duration

Upon ratification by the respective parties, this Agreement shall be in effect, with effective dates for specific provisions as stated in the various Articles, from July 1, 2016 through June 30, 2017, at which time it will automatically expire.

Pursuant to RSA 273-A:3, II (a), if either party desires to bargain a successor agreement, they must give written notice to the other party no later than December 1, 2016 or the anniversary date thereof, such date being one hundred twenty (120) days prior to the budget submission date.

For Teamsters Local No. 633 of NH	For City of Manchester NH
abolika	Domiel + Cox30
Abadano	
Bellengton	
Date:	Date:

APPENDIX A

Grievance Form

GRIEVANT:	CLASSIFICATION:		
WORK LOCATION:	SUPERVISOR TIT	TLE:	
STATEMENT OF GRIEVANCE:			
STATE ALLEGED VIOLATION; D	ATE, TIME, PERSONNEL IN	VOLVED.	
CONTRACT ARTICLES/SECTION	√SVIOLATED		
STATE REMEDY REQUESTED			
GRIEVANT'S SIGNATURE		DATE	
I AUTHORIZE THE TEAMSTERS THE GRIEVANCE.	LOCAL NO. 633 OF NH TO	ACT AS MY REPRESENTATIVE IN	THE DISPOSITION OF
DATE	GRIEVANT'S SIGN	ATURE	
DATE PRESENTED TO MANAGE	MENT REPRESENTATIVE		
MANAGEMENT REPRESENTATIV	/E'S SIGNATURE		
DISPOSITION OF GRIEVANCE:			

APPENDIX B

Employee Development Appeals Process

Only employees who are denied a merit step increase on their anniversary date of position due to a sub-standard performance evaluation may file an appeal. All appeals shall be initially filed with the employee's department head. Any employees receiving a satisfactory performance evaluation shall not have the right to appeal or grieve their evaluation, their pay step or the supervisor's comments. In the event that there is a disagreement between the employee and his/her supervisor over the EDP goals, the employee, after discussing the disagreement with the Department Head or his/her designee may with the concurrence of the Union, file a grievance.

If the department head rules in the employee's favor, the employee shall receive his/her merit step as of their anniversary date of position. If the department head rules against the employee, the employee shall have the right to appeal the decision to the citywide appeals committee.

Employees will have thirty (30) days from the date of denial by their department head to file an appeal with the Human Resources Director or their right to appeal shall be forfeited.

An appeals committee shall be comprised of the following representatives:

- Two union representatives appointed by the unions (with two alternates).
- One department head (with one alternate).
- One non-affiliated (with one alternate).
- An independent neutral party to act as tie breaker. This person to be selected through agreement between the City and the unions. If no decision can be reached, the neutral shall be appointed by the P.E.L.R.B. Any costs associated with the neutral party hearing appeals shall be borne half by the City and half proportionally split amongst the unions whose members are appealing. The unions shall not be responsible for any costs incurred in appeal hearings from non-affiliated employees.
- The Human Resources Director as non-voting chairman to provide staff resources. Members cannot sit in on appeals where the appellant is a member of the same department or union.

Terms of the members on this committee shall be staggered with two (2) year terms and members cannot serve more than two consecutive terms. Members must take at least one year off after serving two terms before being allowed to serve on the committee again. Alternates shall have no term limitations.

Unless agreed to by the appellant and the Human Resources Director the committee shall have sixty (60) days from receipt of the appeal to conduct a hearing on the matter.

The committee shall have thirty (30) days to render a decision on the matter.

A majority vote shall rule and all decisions are final, binding and non-grieveable. A decision favorable to the employee means the employee shall receive their merit step effective (including retroactive pay) to their date of position. Evaluation step increases will stop when an employee reaches Step 13 on the included pay matrix.

The provisions of this Article shall expire on the last day of this Agreement, provided that any employee denied a merit pay increase during the duration of this agreement shall be entitled to an appeal under this Article.

GRADE	2016 STEP 1	2016 STEP 2	2016 STEP 3	2016 STEP 4	2016 STEP 5	2016 STEP 6	2016 STEP 7	2016 STEP 8	2016 STEP 9	2016 STEP 10	2016 STEP 11	2016 STED 13	2016 STED 43	2016
GRADE 1 Ex	14,609.11 7.10 10.650	15,047.41 7.30	15,498.80 7.52 11,280	15,963.79 7.77 11.655	16,442.71 7.99	16,935.98	17,444.07	17,967.38	18,506.40	19,061.59	19,633.46	20,222.47	20,829.14	21,454.00 10.42
GRADE 1A EX	15,120.45 1 7.27 10.905	15,574.07 7.48 11,220	16,041.25 7.72 11.580	16,522.53 7.95	17,018.19 8.19	17,528.72	18,054.62	13.095 18,596.25 8.96	13.485 19,154.15 9.20	13.890 19,728.75 9.47	14.295 20,320.62 9.77	14.745 20,930.25 10.08	15.195 21,558.14 10.36	15.630 22,204.88 10.69
GRADE 2 EX	7.49 11.235	16,	16,583.76 7.97 11,955	17,081.26 8.21 12.315	17,593.71 8.46 12.690	18,121.52	13.035	13.440 19,225.08 9.26	13.800 19,801.86 9.53	14.205 20,395.90 9.83	14.655 21,007.79 10.13	15.120 21,638.02 10.42	15.540 22,287.17 10.74	16.035 22,955.77 11.05
GRADE 2A EX	16,178.88 7.81 11.715	16	17,164.17 8.26 12.390	17,679.09 8.50 12.750	18,209.47 8.77 13.155	18,755.73 9.03 13,545	19,318.41	13.890 19,897.98 9.56	14.295 20,494.93 9.86	14.745 21,109.75 10.16	15.195 21,743.06 10.45	15.630 22,395.36 10.79	16.110 23,067.23 11.10	16.575 23,759.22 11.42
GRADE 3 Ex (6A0) H	16,725.98 8.05 12.075	17,227.75 8.28 12.420	17,744.61 8.53 12.795	18,276.96 8.81 13.215	18,825.24 9.06 13.590	19,390.00 9.33 13.995	9.60	20,570.87 9.90 14.850	21,188.01	13.240 21,823.63 10.48	15.675 22,478.35 10.83	16.185 23,152.67 11.15	16.650 23,847.26 11.47	17.130 24,562.67 11.80
GRADE 3A Ex (6AA) H	17,311.39 8.31 12.465	17,830.73 8.56 12.840	18,365.68 8.84 13.260	18,916.64 9.10 13.650	19,484.15 9.37 14.055	20,068.64 9.65 14.475	20,670.71 9.96 14.940	21,290.83 10.25 15.375	21,929.57 10.53 15.795	10.88 10.88 16.320	16.243 23,265.09 11.20	16.725 23,963.04 11.53	17.205 24,681.92 11.90	17.700 25,422.36 12.24
GRADE 4 Ex (6B0) H	17,896.80 8.62 12.930	18,433.72 8.90 13.350	18,986.72 9.14 13.710	19,556.32 9.42 14.130	20,143.01 9.70 14.550	20,747.29 10.00 15.000	21,369.74 10.29 15.435	22,010.80 10.57 15.855	22,671.14 10.92 16.380	23,351.28 11.26 16.890	24,051.82 11.57 17.355	24,773.36	25,516.58	18.360 26,282.07 12.65
GRADE 4A Ex (6BA) H	18,523.21 8.91 13.365	19,078.88 9.18 13.770	19,651.27 9.45 14.175	20,240.81 9.73 14.595	20,848.04 10.05 15.075	21,473.47 10.32 15.480	22,117.67 10.65 15.975	22,781.18 10.96 16.440	23,464.64 11.30 16.950	24,168.56 11.64 17.460	24,893.60 11.99 17.985	25,640.43 12.35 18.525	26,409.65 12.70 19.050	18.975 27,201.97 13.10 19.650
GRADE 5 Ex (6C0) H	19,149.58 9.22 13.830	19,724.05 9.48 14.220	20,315.81 9.77 14.655	20,925.27 10.08 15.120	21,553.02 10.36 15.540	22,199.63 10.69 16.035	22,865.60 11.00 16.500	23,551.59 11.33 16.995	24,258.13 11.67 17.505	24,985.85 12.02 18.030	25,735.44 12.38 18.570	26,507.50 12.74 19.110	27,302.74 13.14 19.710	28,121.82 13.51 20.265
GRADE 5A Ex (6CA) H	19,819.82 9.52 14.280	20,414.40 9.84 14.760	21,026.84 10.14 15.210	21,657.66 10.43 15.645	22,307.38 10.76 16.140	22,976.60 11.08 16.620	23,665.92 11.40 17.100	24,375.89 11.74 17.610	25,107.16 12.10 18.150	25,860.37 12.47 18.705	26,636.19 12.84 19.260	27,435.26 13.22 19.830	28,258.33	29,106.09
GRADE 6 EX (6D0) H	20,490.04 9.87 14.805	21,104.75 10.18 15.270	21,737.90 10.46 15.690	22,390.03 10.80 16.200	23,061.72 11.11 16.665	23,753.59 11.43 17.145	24,466.22 11.77 17.655	25,200.21 12.13 18.195	25,956.19 12.50 18.750	26,734.89 12.87 19.305		13.67 13.67 20.505	29,213.91 14.06	21.045 30,090.32 14.47
GRADE 6A EX (6DA) H	21,207.21 10.20 15.300	21,843.43 10.49 15.735	22,498.72 10.84 16.260	23,173.68 11.16 16.740	23,868.92 11.49 17.235	24,584.97 11.84 17.760	25,322.53 12.19 18.285	26,082.19 12.55 18.825					21.090 30,236.41 14.54 21.810	21.705 31,143.52 15.01 22.515

10.26.4.8. 2.0.26.4.8. 2.0.26.4.8. 2.0.1.1.8.9. 2.0.2.4.8. 2.0.2.2.8. 2.0.2.2.8. 2.0.2.2.8. 2.0	22,582,10 23,259,56 23,957,35 10,87 11,20 11,53 16,305 16,800 17,295 11,26 11,57 11,53 11,26 17,355 17,925 11,26 17,355 17,925 11,26 17,355 17,925 11,63 11,97 18,510 11,63 17,375 12,34 11,63 17,970 18,510 12,01 12,38 12,74 18,015 25,758,79 26,531,56 12,46 12,83 13,21 18,690 19,245 19,110 25,854,26 26,629,88 27,428,76 12,46 12,83 13,21 18,690 19,245 19,110 26,759,13 27,561,92 28,388,76 12,87 13,67 13,29 29,348,80 13,29 20,505 27,664,05 28,493,95 29,348,80 13,80 14,20 14,10	31 38 29 28 31, 33				8,606.32 13.79 20.685 14.26 21.390 14.73 22.095 11,680.06 15.24 22.860 22.860 23.700 3,897.68 16.31 16.31	29,464.51 14.19 21.285 30,495.77 14.68 22.020 31,527.01 15.18 22.770 32,630.48 15.69 23.535 23.535 24.405 34,914.60	30,348.44 14.61 21.915 31,410.67 15.12 22.680 32,472.86 15.60 23.400 33,609.39 16.18 24.270 34,745.94 16.75 25.125 35,962.05	31,258.88 15.06 22.590 32,352.96 15.55 23.325 23.325 34,617.70 16.64 24.960 35,788.31 17.26 25.890 37,040.92	32,196.67 15.49 23,235 33,323.56 16.03 24,045 16.57 24,855 35,656.21 17.18 25.770 36,861.96 17.76 26.640 38,152.09 18.36
1,12,0, 1,12	16.305 16.800 17.295 16.305 16.800 17.295 16.305 16.800 17.295 11.26 11.57 11.95 16.890 17.355 17.925 16.890 17.355 17.925 16.890 17.355 17.925 17.354 24,887.73 25,634.36 17.445 17.970 18.510 25,008.55 25,758.79 26,531.56 12.01 12.83 13.21 18.690 19.245 19.815 25,854.26 26,629.88 27,428.76 12.01 12.87 13.25 13.67 19.305 19.875 20.505 27,664.05 28,493.95 29,348.80 13.28 13.70 14.10 19.320 20.550 21.150 28,632.28 29,491.24 30,375.99 13.80 14.20 14.62 20.700 21.300 21.930 29,600.50 30,488.54 15.11 21.360 22.005 30,636.55 31,555.62 32,502.29 14.74 15.19 15.62	3, 39, 29, 24, 28, 23, 28, 21, 28, 28, 28, 28, 28, 28, 28, 28, 28, 28				8,606.32 13.79 20.685 14.26 21.390 0,608.78 14.73 22.095 11,680.06 15.24 22.860 22.860 22.860 23.700 16.31 16.31	29,464.51 14.19 21.285 30,495.77 14.68 22.020 31,527.01 15.18 22.770 32,630.48 15.69 23.535 33,733.91 16.27 24.405	30,348.44 14.61 21.915 31,410.67 15.12 22.680 32,472.86 15.60 23.400 33,609.39 16.18 24.270 34,745.94 16.75 25.125 35,962.05	31,258.88 15.06 22.590 32,352.96 15.55 23.325 33,447.01 16.11 24.165 34,617.70 16.64 24.960 35,788.31 17.26 25.890 37,040.92	32,196.67 15.49 23,235 33,323.56 16.03 24,045 34,450.43 16.57 24.855 35,656.21 17.18 25.770 36,861.96 17.76 26.640 38,152.09 18.36 18.36
Carrollone Car	23,372.48 24,073.64 24,795.84 11,26 11,55 11,95 16,890 17,355 17,925 16,890 17,355 17,925 11,63 11,98 12,34 11,63 11,98 12,34 17,445 17,970 18,510 25,008.55 25,758.79 26,531.56 12,01 12,38 12,74 18,015 18,570 19,110 25,854.26 26,629.88 27,428.76 12,01 18,570 19,110 12,854 26,629.88 27,428.76 12,854 19,245 19,815 26,759.13 27,561.92 28,388.76 12,87 19,815 20,505 12,87 19,815 20,505 27,664.05 28,493.95 29,348.80 13,28 14,20 14,10 19,920 20,550 21,150 28,632.28 29,491.24 30,375.99 13,80 14,20 14,67 14,24 14,67 15,11 21,360 22,065 22,665 30,638.55 31,555.62 32,502.29 14,74 15,19 15,62	31 39 29 24 26				13.79 20.685 20.685 14.26 21.390 10.608.78 14.73 22.095 11,680.06 15.24 22.860 22.700 23.700 23.700 24.465	14.19 21.285 30,495.77 14.68 22.020 31,527.01 15.18 22.770 32,630.48 15.69 23.535 33,733.91 16.27 24.405	14.61 21.915 31,410.67 15.12 22.680 32,472.86 15.60 23.400 33,609.39 16.18 24.270 34,745.94 16.75 25.125 35,962.05	15.06 22.590 32,352.96 15.55 23.325 33,447.01 16.11 24.165 34,617.70 16.64 24.960 35,788.31 17.26 25.890 37,040.92	15.49 23.235 33,323.56 16.03 24.045 34,450.43 16.57 24.855 35,656.21 17.18 25.770 36,861.96 17.76 26.640 38,152.09 18.36
1,1,2,2,1,1,1,2,2,1,1,2,2,2,2,2,2,2,2,2	23,372.48	31 39 59 28 27 26				20.685 21.390 14.26 21.390 14.73 22.095 11,680.06 15.24 22.860 22.860 22.860 22.860 23.700 3,897.68 16.31	21.285 30,495.77 14.68 22.020 31,527.01 15.18 22.770 32,630.48 15.69 23.535 33,733.91 16.27 24.405	21.915 31,410.67 15.12 22.680 32,472.86 15.60 23.400 33,609.39 16.18 24.270 34,745.94 16.75 25.125 35,962.05	22.590 32,352.96 15.55 23.325 33,447.01 16.11 24.165 34,617.70 16.64 24.960 35,788.31 17.26 25.890 37,040.92	33,323.56 16.03 24.045 34,450.43 16.57 24.855 35,656.21 17.18 25.770 36,861.96 17.76 26.640 38,152.09 18.36 27.540
2.3.7.2.46 2.4.7.2.64 2.4.7.2.64 2.5.6.3.7.2 2.3.0.0.64 2.5.6.3.7.2 2.3.0.0.64 2.5.6.3.7.2 2.3.0.0.64 2.5.6.3.7.2 2.3.0.0.64 2.3.0.0.64 2.5.6.3.7.2 2.3.0.0.64 2.3.0.0.64 2.3.0.0.64 2.3.0.0.64 2.3.0.0.64 2.3.0.0.64 2.3.0.0.64 2.3.0.0.64 2.3.0.0.64 2.3.0.0.0.64 2.3.0.0.0.0.0.0.0.0.0.0.0.0.0.0.0.0.0.0.	23,372.48 24,073.64 24,795.84 11.26 11.57 11.95 11.28 17.355 17.925 24,162.84 24,887.73 25,634.36 11.63 11.98 12.34 17.445 17.970 18.510 12.01 12.38 12.74 18.015 18.570 19.110 12.65.65.758.79 26,531.56 12.01 12.38 12.74 18.015 18.570 19.110 12.67 19.245 19.815 12.85 19.245 19.815 12.86 19.245 19.815 12.87 19.875 20.505 12.87 13.25 13.67 19.305 19.875 20.505 27,664.05 28,493.95 29,348.80 13.29 14.20 14.10 19.30 20.550 21.150 28,632.28 29,491.24 30,375.99 13.80 14.20 22.065 29,600.50 30,488.54 31,403.18 14.24 14.67 15.11 <td>30, 29, 28</td> <td></td> <td></td> <td></td> <td>9,607,53 14.26 21.390 10,608.78 14.73 22.095 11,680.06 15.24 22.860 22.860 22.860 22.860 23.700 3,897.68 16.31 16.31</td> <td>30,495.77 14.68 22.020 31,527.01 15.18 22.770 32,630.48 15.69 23.535 33,733.91 16.27 24.405</td> <td>31,410.67 15.12 22.680 32,472.86 15.60 23.400 33,609.39 16.18 24.270 34,745.94 16.75 25.125 35,962.05</td> <td>32,352.96 15.55 23.325 33,447.01 16.11 24.165 34,617.70 16.64 24.960 35,788.31 17.26 25.890 37,040.92</td> <td>33,323.56 16.03 24.045 34,450.43 16.57 24.855 35,656.21 17.18 25.770 36,861.96 17.76 26.640 38,152.09 18.36 27.540</td>	30, 29, 28				9,607,53 14.26 21.390 10,608.78 14.73 22.095 11,680.06 15.24 22.860 22.860 22.860 22.860 23.700 3,897.68 16.31 16.31	30,495.77 14.68 22.020 31,527.01 15.18 22.770 32,630.48 15.69 23.535 33,733.91 16.27 24.405	31,410.67 15.12 22.680 32,472.86 15.60 23.400 33,609.39 16.18 24.270 34,745.94 16.75 25.125 35,962.05	32,352.96 15.55 23.325 33,447.01 16.11 24.165 34,617.70 16.64 24.960 35,788.31 17.26 25.890 37,040.92	33,323.56 16.03 24.045 34,450.43 16.57 24.855 35,656.21 17.18 25.770 36,861.96 17.76 26.640 38,152.09 18.36 27.540
4.4.5.4.4.4.8. 7.5.5.4.4.4.8. 7.5.5.4.4.4.8. 7.5.5.4.4.4.8. 7.5.5.4.4.4.8. 7.5.5.4.4.8. 7.5.5.4.4.8. 7.5.5.4.4.8. 7.5.5.4.4.8. 7.5.5.4.4.8. 7.5.5.4.4.8. 7.5.5.4.4.8. 7.5.5.4.4.8. 7.5.5.4.4.8. 7.5.5.4.4.8. 7.5.5.4.8.8. 7.5.5.6. <th< td=""><td>25,372.48 24,073.64 24,795.84 11.26 11.57 11.95 16.890 17.355 17.925 17.445 17.970 18.510 25,008.55 25,758.79 26,531.56 12.01 12.38 12.74 18.015 18.570 19.110 25,854.26 26,629.88 27,428.76 12.46 12.83 13.21 18.690 19.245 19.815 27,664.05 28,493.95 29,348.80 13.20 13.20 13.20 13.20 13.20 13.20 13.20 13.21 14.00 13.28 13.25 20,505 20,505 20,506 20,766.05 28,493.95 29,348.80 13.20 13.20 13.20 13.20 13.20 13.20 13.20 20,500 21,300 21,300 21,930 29,600.50 30,488.54 31,403.18 14.24 14.67 15.11 21.360 22.005 22.665 30,636.55 31,555.62 32,502.29 14.74 15.19 15.62</td><td>31, 30, 29, 28</td><td></td><td></td><td></td><td>21.390 21.390 21.390 14.73 22.095 11,680.06 15.24 22.860 22.860 22.860 22.860 23.700 3.897.68 16.31</td><td>30,495.77 14.68 22.020 31,527.01 15.18 22.770 32,630.48 15.69 23.535 33,733.91 16.27 24.405</td><td>31,410.67 15.12 22.680 32,472.86 15.60 23.400 33,609.39 16.18 24.270 34,745.94 16.75 25.125 35,962.05</td><td>32,352.96 15.55 23.325 33,447.01 16.11 24.165 34,617.70 16.64 24.960 35,788.31 17.26 25.890 37,040.92</td><td>33,323.56 16.03 24.045 34,450.43 16.57 24.855 35,656.21 17.18 25.770 36,861.96 17.76 26.640 38,152.09 18.36 27.540</td></th<>	25,372.48 24,073.64 24,795.84 11.26 11.57 11.95 16.890 17.355 17.925 17.445 17.970 18.510 25,008.55 25,758.79 26,531.56 12.01 12.38 12.74 18.015 18.570 19.110 25,854.26 26,629.88 27,428.76 12.46 12.83 13.21 18.690 19.245 19.815 27,664.05 28,493.95 29,348.80 13.20 13.20 13.20 13.20 13.20 13.20 13.20 13.21 14.00 13.28 13.25 20,505 20,505 20,506 20,766.05 28,493.95 29,348.80 13.20 13.20 13.20 13.20 13.20 13.20 13.20 20,500 21,300 21,300 21,930 29,600.50 30,488.54 31,403.18 14.24 14.67 15.11 21.360 22.005 22.665 30,636.55 31,555.62 32,502.29 14.74 15.19 15.62	31, 30, 29, 28				21.390 21.390 21.390 14.73 22.095 11,680.06 15.24 22.860 22.860 22.860 22.860 23.700 3.897.68 16.31	30,495.77 14.68 22.020 31,527.01 15.18 22.770 32,630.48 15.69 23.535 33,733.91 16.27 24.405	31,410.67 15.12 22.680 32,472.86 15.60 23.400 33,609.39 16.18 24.270 34,745.94 16.75 25.125 35,962.05	32,352.96 15.55 23.325 33,447.01 16.11 24.165 34,617.70 16.64 24.960 35,788.31 17.26 25.890 37,040.92	33,323.56 16.03 24.045 34,450.43 16.57 24.855 35,656.21 17.18 25.770 36,861.96 17.76 26.640 38,152.09 18.36 27.540
1,128 1,128 1,135 1,136 1,189	11.26 11.57 11.95 16.890 17.355 17.925 16.890 17.355 17.925 11.63 11.98 12.34 17.445 17.970 18.510 25,008.55 25,758.79 26,531.56 12.01 12.38 12.74 12.46 12.83 13.21 12.46 12.83 13.21 12.87 19.815 13.81 12.87 19.815 13.81 12.87 19.815 13.67 19.305 19.875 20.505 13.28 13.27 14.10 19.305 19.875 20.505 28,632.28 29,493.95 29,348.80 13.80 14.20 14.62 20.700 21.300 21.930 29,600.50 30,488.54 31,403.18 14.24 14.67 15.11 21.360 22.065 22.665 30,638.55 31,555.62 32,502.29 14.74 15.19 15.62	27 28 27 30, 30, 31,				21.390 21.390 14.73 22.095 11,680.06 15.24 22.860 22.751.38 15.80 23.700 23.700 24.465	31,527.01 15.18 22.770 32,630.48 15.69 23.535 33,733.91 16.27 24.405 34,914.60	32,472.86 32,472.86 15.60 23.400 33,609.39 16.18 24.270 34,745.94 16.75 25.125 35,962.05	33,447.01 16.11 24.165 34,617.70 16.64 24.960 35,788.31 17.26 25.890 37,040.92	34,323.56 16.03 24.045 34,450.43 16.57 24.855 35,656.21 17.18 25.770 36,861.96 17.76 26.640 38,152.09 18.36 18.36
1,145.2 1,155.2 1,150.2 1,144.0 1,153.0 1,153.0 2,154.0 2,15	16.890 17.355 17.925 24,162.84 24,887.73 25,634.36 11.63 11.98 12.34 17.445 17.970 18.510 12.01 12.38 12.74 12.01 18.570 19.110 25,854.26 26,629.88 27,428.76 12.46 12.83 13.21 18.690 19.245 19.815 12.87 19.815 13.21 12.87 19.815 20.505 12.87 19.815 20.505 13.28 13.25 13.88 13.28 13.70 14.10 19.920 20.550 21.150 28,632.28 29,491.24 30,375.99 13.80 14.20 14.62 20.700 21.300 21.930 29,600.50 30,488.54 31,403.18 14.24 14.67 15.11 21.360 22.065 22.665 30,638.55 31,555.62 32,502.29 14.74 15.19 15.62	3, 29 28 27				21.390 21.390 14.73 22.095 11,680.06 15.24 22.860 22.751.38 15.80 23.700 23.700 23.700 24.465	31,527.01 15.18 22.770 32,630.48 15.69 23.535 33,733.91 16.27 24.405 24,405	15.12 22.680 32,472.86 15.60 23.400 33,609.39 16.18 24.270 34,745.94 16.75 25.125 35,962.05	15.55 23.325 33,447.01 16.11 24.165 34,617.70 16.64 24.960 35,788.31 17.26 25.890 37,040.92	16.03 24.045 34,450.43 16.57 24.855 35,656.21 17.18 25.770 36,861.96 17.76 26.640 38,152.09 18.36
2,162,60 2,0,163 <	24,162.84 24,887.73 25,634.36 11.63 11.98 12.34 17.445 17.970 18.510 25,008.55 25,758.79 26,531.56 12.01 12.38 12.74 18.015 18.570 19.110 25,854.26 26,629.88 27,428.76 12.46 12.83 13.21 18.690 19.245 19.815 26,759.13 27,561.92 28,388.76 19.305 19.875 20,505 27,664.05 28,493.95 29,348.80 13.28 13.70 14.10 19.920 20.550 21.150 28,632.28 29,491.24 30,375.99 13.80 14.20 21.930 29,600.50 30,488.54 31,403.18 14.24 14.67 15.11 21.360 22.005 22.665 30,636.55 31,555.62 32,502.29 14.74 15.19 15.62	30, 29 28 31, 31, 31, 31, 31, 32, 32, 33, 34, 31, 31, 31, 32, 32, 33, 34, 34, 34, 34, 34, 34, 34, 34, 34				21.390 0,608.78 14.73 22.095 11,680.06 15.24 22.860 12,751.38 15.80 23.700 3,897.68 16.31	22.020 31,527.01 15.18 22.770 32,630.48 15.69 23.535 33,733.91 16.27 24.405 24,405	22.680 32,472.86 15.60 23.400 33,609.39 16.18 24.270 34,745.94 16.75 25.125 35,962.05	23.325 33,447.01 16.11 24.165 34,617.70 16.64 24.960 35,788.31 17.26 25.890 37,040.92	24.045 34,450.43 16.57 24.855 35,656.21 17.18 25.770 36,861.96 17.76 26.640 38,152.09 18.36
4.462.84 2.6,487.2 <th< td=""><td>24,162.84 24,887.73 25,634.36 11.63 11.98 12.34 11.645 17.970 18.510 17.445 17.970 18.510 12.008.55 25,758.79 26,531.56 12.01 12.38 12.74 18.015 18.570 19.110 25,854.26 26,629.88 27,428.76 12.46 12.83 13.21 18.690 19.245 19.815 12.87 13.25 13.67 12.87 13.25 13.67 19.305 19.875 20.505 27,664.05 28,493.95 29,348.80 13.28 13.70 14.10 19.30 20.550 21.150 28,632.28 29,491.24 30,375.99 13.80 14.20 21.30 29,600.50 21.300 21.30 20,565 22.065 21.360 22.065 22,665 32,502.29 14.74 15.19 15.62 15.62</td><td>29 29 29 31,</td><td></td><td></td><td></td><td>14.73 22.095 11,680.06 15.24 22.860 22.751.38 15.80 23.700 3,897.68 16.31 24.465</td><td>31,527.01 15.18 22.770 32,630.48 15.69 23.535 33,733.91 16.27 24.405 34,914.60</td><td>32,472.86 15.60 23.400 33,609.39 16.18 24.270 34,745.94 16.75 25.125 35,962.05</td><td>33,447.01 16.11 24.165 34,617.70 16.64 24.960 35,788.31 17.26 25.890 37,040.92</td><td>34,450.43 16.57 24.855 35,656.21 17.18 25.770 36,861.96 17.76 26.640 38,152.09 18.36</td></th<>	24,162.84 24,887.73 25,634.36 11.63 11.98 12.34 11.645 17.970 18.510 17.445 17.970 18.510 12.008.55 25,758.79 26,531.56 12.01 12.38 12.74 18.015 18.570 19.110 25,854.26 26,629.88 27,428.76 12.46 12.83 13.21 18.690 19.245 19.815 12.87 13.25 13.67 12.87 13.25 13.67 19.305 19.875 20.505 27,664.05 28,493.95 29,348.80 13.28 13.70 14.10 19.30 20.550 21.150 28,632.28 29,491.24 30,375.99 13.80 14.20 21.30 29,600.50 21.300 21.30 20,565 22.065 21.360 22.065 22,665 32,502.29 14.74 15.19 15.62 15.62	29 29 29 31,				14.73 22.095 11,680.06 15.24 22.860 22.751.38 15.80 23.700 3,897.68 16.31 24.465	31,527.01 15.18 22.770 32,630.48 15.69 23.535 33,733.91 16.27 24.405 34,914.60	32,472.86 15.60 23.400 33,609.39 16.18 24.270 34,745.94 16.75 25.125 35,962.05	33,447.01 16.11 24.165 34,617.70 16.64 24.960 35,788.31 17.26 25.890 37,040.92	34,450.43 16.57 24.855 35,656.21 17.18 25.770 36,861.96 17.76 26.640 38,152.09 18.36
1,100 1,10	11.63 11.63 11.63 11.98 17.445 17.970 12.008.55 25,758.79 12.01 12.38 12.01 12.38 12.01 18.570 18.015 19.110 25,854.26 26,629.88 27,428.76 12.46 19.245 19.815 12.87 13.24 19.815 12.87 13.24 13.67 19.305 19.875 20.505 27,664.05 28,493.95 29,348.80 13.28 13.70 14.10 19.30 20.550 21.150 28,632.28 29,491.24 30,375.99 13.80 14.20 14.62 20.700 21.300 21.930 29,600.50 30,488.54 31,403.18 14.24 14.67 15.11 21.360 22.005 22.665 30,638.55 31,555.62 32,502.29 14.74 15.19 15.62	3, 29 28 23, 24				0,608.78 14.73 22.095 11,680.06 15.24 22.860 22.751.38 15.80 23.700 3,897.68 16.31	31,527.01 15.18 22.770 32,630.48 15.69 23.535 33,733.91 16.27 24.405 34,914.60	32,472.86 15.60 23.400 33,609.39 16.18 24.270 34,745.94 16.75 25.125 35,962.05	33,447.01 16.11 24.165 34,617.70 16.64 24.960 35,788.31 17.26 25.890 37,040.92	34,450.43 16.57 24.855 35,656.21 17.18 25.770 36,861.96 17.76 26.640 38,152.09 18.36
1,1445 1,1540 1,2440 1	25,008.55 25,758.79 26,531.56 12.01 12.38 12.74 12.01 12.38 12.74 18.015 12.38 12.74 18.015 18.570 19.110 25,854.26 26,629.88 27,428.76 12.46 12.83 13.21 18.690 19.245 19.815 26,759.13 27,561.92 28,388.76 12.87 13.25 13.67 19.305 19.875 20.505 27,664.05 28,493.95 29,348.80 13.28 13.70 14.10 19.30 20.550 21.150 28,632.28 29,491.24 30,375.99 13.80 14.20 14.62 20.700 21.300 21.930 29,600.50 30,488.54 31,403.18 14.24 14.67 15.11 21.360 22.005 22.665 30,636.55 31,555.62 32,502.29 14.74 15.19 15.62 <td>31 30 59 28</td> <td></td> <td></td> <td></td> <td>14.73 22.095 11,680.06 15.24 22.860 12,751.38 15.80 23.700 3,897.68 16.31 24.465</td> <td>15.18 22.770 32,630.48 15.69 23.535 33,733.91 16.27 24.405 34,914.60</td> <td>15.60 23.400 33,609.39 16.18 24.270 34,745.94 16.75 25.125 35,962.05</td> <td>16.11 24.165 34,617.70 16.64 24.960 35,788.31 17.26 25.890 37,040.92</td> <td>35,656.21 17.18 25.770 36,861.96 17.76 26.640 38,152.09 18.36</td>	31 30 59 28				14.73 22.095 11,680.06 15.24 22.860 12,751.38 15.80 23.700 3,897.68 16.31 24.465	15.18 22.770 32,630.48 15.69 23.535 33,733.91 16.27 24.405 34,914.60	15.60 23.400 33,609.39 16.18 24.270 34,745.94 16.75 25.125 35,962.05	16.11 24.165 34,617.70 16.64 24.960 35,788.31 17.26 25.890 37,040.92	35,656.21 17.18 25.770 36,861.96 17.76 26.640 38,152.09 18.36
17,445 17,370 18,570 18,570 18,570 18,570 18,570 18,570 18,570 18,570 24,615 27,474 28,674 28,671,58 20,727,33 21,620 22,500,58 22,770 23,600,30 24,615 36,515 27,727 28,600,58 27,727 28,600,58 27,272 28,600,58 27,727 28,600,20 28,600,	17.445 17.970 18.510 25,008.55 25,758.79 26,531.56 12.01 12.38 12.74 12.46 12.83 13.21 12.46 12.83 13.21 12.87 19.815 13.21 12.87 13.245 19.815 12.87 13.245 13.816 12.87 13.25 13.67 12.87 13.25 13.67 13.28 13.25 13.67 19.305 28,493.95 29,348.80 13.28 13.70 14.10 19.920 20.550 21.150 28,632.28 29,491.24 30,375.99 13.80 14.20 21.300 29,600.50 30,488.54 31,403.18 14.24 14.67 15.11 21.360 22.065 30,636.55 31,555.62 30,636.55 31,555.62 14.74 15.19	30, 29, 39, 31,				22.095 22.095 15.24 22.860 22,751.38 15.80 23.700 3,897.68 16.31 24.465	32,630.48 15,69 23,535 33,733.91 16,27 24,405 34,914.60	33,609,39 16,18 24,270 34,745,94 16,75 25,125 35,962,05	34,617.70 34,617.70 16.64 24.960 35,788.31 17.26 25.890 37,040.92	35,656.21 17.18 25.770 36,861.96 17.76 26.640 38,152.09 18.36
2.5.600.6.5 2.5.78.78.79 2.6.500.6.5 2.5.78.79 3.6.500.6.5	25,008.55 25,758.79 26,531.56 12.01 12.38 12.74 18.015 18.570 19.110 25,854.26 26,629.88 27,428.76 12.46 12.83 13.21 18.690 19.245 19.815 12.87 13.25 13.87 19.305 19.875 20,505 27,664.05 28,493.95 29,348.80 13.28 13.70 14.10 19.920 20,550 21.150 28,632.28 29,491.24 30,375.99 13.80 14.20 21.300 21.930 29,600.50 30,488.54 31,403.18 14.24 14.67 15.11 21.360 22.005 22.665 30,636.55 31,555.62 32,502.29 14.74 15.19 15.62	31 30 29 34				11,680.06 15.24 22.860 22,751.38 15.80 23.700 3,897.68 16.31 24.465	32,630.48 15,69 23,535 33,733.91 16,27 24,405 34,914.60	33,609.39 16.18 24.270 34,745.94 16.75 25.125 35,962.05	34,617.70 16.64 24.960 35,788.31 17.26 25.890 37,040.92	35,656.21 17.18 25.770 36,861.96 17.76 26.640 38,152.09 18.36 27.540
2.5.5.00.8.55 2.7.8.7.8.7 2.8.7.2.7.5 2.8.9.9.1.4 2.9.8.1.5 3.0.75.7.3 3.0.8.0.0.8.5 3.7.8.9.9.3 3.3.6.9.3.5 3.3.6.9.3.9 3.4.1.7.7 3.3.6.9.3.9 3.4.1.7.7 3.3.6.9.3.9 3.4.1.7.7 3.3.6.9.3.9 3.4.1.7.7 3.3.6.9.3.9 3.4.1.7.7 3.3.6.1.7.9 3.	25,008.55 25,758.79 26,531.56 12.01 12.38 12.74 18.015 18.570 19.110 25,854.26 26,629.88 27,428.76 12.46 12.83 13.21 18.690 19.245 19.815 12.87 13.25 13.87 19.305 19.875 20,505 19.305 28,493.95 29,348.80 13.28 13.70 14.10 19.920 20.550 21.150 28,632.28 29,491.24 30,375.99 13.80 14.20 21.930 29,600.50 30,488.54 31,403.18 14.24 14.67 15.11 21.360 22.005 22.665 30,636.55 31,555.62 32,502.29 14.74 15.19 15.62	3, 29, 28				11,680.06 15.24 22,860 2,751.38 15.80 23.700 3,897.68 16.31 24.465	32,630,48 15,69 23,535 33,733,91 16,27 24,405 34,914,60	33,609.39 16.18 24.270 34,745.94 16.75 25.125 35,962.05	34,617.70 16.64 24.960 35,788.31 17.26 25.890 37,040.92	35,656.21 17.18 25.770 36,861.96 17.76 26.640 38,152.09 18.36 27.540
1201 1123 1214 1315 1315 1315 1315 1315 1415 1415 1515	12.01 12.38 12.74 18.015 18.570 19.110 25,854.26 26,629.88 27,428.76 12.46 12.83 13.21 12.46 12.83 13.21 12.87 19.815 13.815 12.87 13.25 13.88.76 12.87 13.25 13.67 19.305 19.875 20.505 13.28 13.70 14.10 19.920 20.550 21.150 28,632.28 29,491.24 30,375.99 13.80 14.20 14.62 20.700 21.300 21.930 29,600.50 30,488.54 31,403.18 14.24 14.67 15.11 21.360 22.065 22.665 30,636.55 31,555.62 32,502.29 14.74 15.19 15.62	30, 29				11,680,06 15.24 22.860 22,751.38 15.80 23.700 3,897.68 16.31 24.465	32,630.48 15.69 23.535 33,733.91 16.27 24.405 34,914.60	33,609.39 16.18 24.270 34,745.94 16.75 25.125 35,962.05	34,617.70 16.64 24.960 35,788.31 17.26 25.890 37,040.92	35,656.21 17.18 25.770 36,861.96 17.76 26.640 38,152.09 18.36 27.540
18.60 18.20 18.10 19.11 19.12 19.25 19.26 19.25 19.26 19.25 19.2	25,854.26 26,629.88 27,428.76 12.46 12.83 13.21 18.690 19.245 19.815 126,759.13 27,561.92 28,388.76 19.305 19.875 20.505 27,664.05 28,493.95 29,348.80 13.28 13.70 14.10 19.920 20.550 21.150 28,632.28 29,491.24 30,375.99 13.80 14.20 14.62 20.700 21.300 21.930 29,600.50 30,488.54 31,403.18 14.24 14.67 15.11 21.360 22.005 22.665 30,636.55 31,555.62 32,502.29 14.74 15.19 15.62	30, 29				15.24 22.860 22.751.38 15.80 23.700 3,897.68 16.31 24.465	15.69 23.535 33,733.91 16.27 24.405 34,914.60	16.18 24.270 34,745.94 16.75 25.125 35,962.05	16.64 24.960 35,788.31 17.26 25.890 37,040.92	17.18 25.770 36,861.96 17.76 26.640 38,152.09 18.36 27.540
2.564.55 2.664.56 2.425.76 19.110 19.775 2.0280 2.0280 2.1540 2.2564 2.2554.9 2.2566.9 2.2564.9 2.2566.9 2.2566.9 2.2566.9 2.2566.9 2.2566.9 2.2566.9 2.2566.9 2.2566.9 2.256.9 </td <td>25,854.26 26,629.88 27,428.76 12.46 12.83 13.21 18.690 19.245 19.815 19.305 19.875 20.505 19.305 19.875 20.505 27,664.05 28,493.95 29,348.80 13.28 13.70 14.10 19.920 20.550 21.150 28,632.28 29,491.24 30,375.99 13.80 14.20 21.930 29,600.50 30,488.54 31,403.18 14.24 14.67 15.11 21.360 22.005 22.665 30,636.55 31,555.62 32,502.29 14.74 15.19 15.62</td> <td>30, 29</td> <td></td> <td></td> <td></td> <td>22.860 12,751.38 15.80 23.700 3,897.68 16.31 24.465</td> <td>23.535 33,733.91 16.27 24.405 34,914.60</td> <td>24.270 34,745.94 16.75 25.125 35,962.05</td> <td>24.960 35,788.31 17.26 25.890 37,040.92</td> <td>36,861.96 17.76 26.640 38,152.09 18.36 27.540</td>	25,854.26 26,629.88 27,428.76 12.46 12.83 13.21 18.690 19.245 19.815 19.305 19.875 20.505 19.305 19.875 20.505 27,664.05 28,493.95 29,348.80 13.28 13.70 14.10 19.920 20.550 21.150 28,632.28 29,491.24 30,375.99 13.80 14.20 21.930 29,600.50 30,488.54 31,403.18 14.24 14.67 15.11 21.360 22.005 22.665 30,636.55 31,555.62 32,502.29 14.74 15.19 15.62	30, 29				22.860 12,751.38 15.80 23.700 3,897.68 16.31 24.465	23.535 33,733.91 16.27 24.405 34,914.60	24.270 34,745.94 16.75 25.125 35,962.05	24.960 35,788.31 17.26 25.890 37,040.92	36,861.96 17.76 26.640 38,152.09 18.36 27.540
2.5.86.4.26 2.5.65.2.86 2.7.7.16.4.2 2.9.999.16 2.9.972.14 3.0.871.31 3.0.7.97.46 3.2.7.51.39 3.4.74.8.9 1.7.26	25,854.26 26,629.88 27,428.76 12.46 12.83 13.21 18.690 19.245 19.815 12.87 13.25 13.67 19.305 19.875 20.505 27,664.05 28,493.95 29,348.80 13.28 13.70 14.10 19.320 20.550 21.150 28,632.28 29,491.24 30,375.99 13.80 14.20 14.62 20.700 21.300 21.930 29,600.50 30,488.54 31,403.18 14.24 14.67 15.11 21.360 22.005 22.665 30,638.55 31,555.62 32,502.29 14.74 15.19 15.62	29,02 2 30,1 2 31,1 2				2,751.38 15.80 23.700 3,897.68 16.31 24.465	33,733.91 16.27 24.405 34,914.60	34,745.94 16.75 25.125 35,962.05	35,788.31 17.26 25.890 37,040.92 17.81	36,861.96 17.76 26.640 38,152.09 18.36
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12.64 12.83 13.21 13.60 14.02 14.03 14.81 14.83 15.33 15.80 24.405 25.125 25.800 25	12.46 12.83 13.21 18.690 19.245 19.815 26,759.13 27,561.92 28,388.76 12.87 13.25 13.67 19.305 19.875 20.505 27,664.05 28,493.95 29,348.80 19.320 13.70 14.10 19.320 20.550 21.150 28,632.28 29,491.24 30,375.99 13.80 14.20 21.300 29,600.50 30,488.54 31,403.18 14.24 14.67 15.11 21.360 22.065 22.665 30,636.55 31,555.62 32,502.29 14.74 15.19 15.62	30,1				15.80 23.700 3,897.68 16.31 24.465	34,914.60	34,745.94 16.75 25.125 35,962.05 17.32	35,788.31 17.26 25.890 37,040.92 17.81	36,861.96 17.76 26.640 38,152.09 18.36 27.540
18690 19246 19346 19346 19316 19404 1940	18.690 19.245 19.815 26,759.13 27,561.92 28,388.76 12.87 13.25 13.67 19.305 19.875 20.505 27,664.05 28,493.95 29,348.80 13.28 13.70 14.10 19.920 20.550 21.150 28,632.28 29,491.24 30,375.99 13.80 14.20 21.300 29,600.50 30,488.54 31,403.18 14.24 14.67 15.11 21.360 22.065 22.665 30,636.55 31,555.62 32,502.29 14.74 15.19 15.62	30,1	33. 31.			15.80 23.700 3.897.68 16.31 24.465	16.27 24.405 34,914.60	16.75 25.125 35,962.05 17.32	17.26 25.890 37,040.92 17.81	17.76 26.640 38,152.09 18.36 27.540
7.65/29.13 2.6400 21.645 22.320 22.995 23.700 24.405 25.692.05 25.890	26,759.13 27,561.92 28,388.76 12.87 13.25 13.67 19.305 19.875 20.505 27,664.05 28,493.95 29,348.80 13.28 13.70 14.10 19.920 20.550 21.150 28,632.28 29,491.24 30,375.99 13.80 14.20 21.300 21.930 20.700 21.300 21.930 20.700 21.300 21.930 22.055 30,636.55 31,555.62 32,502.29 14.74 15.19 15.62	30	33.	_		23.700 3.897.68 16.31 24.465	24.405 34,914.60	25.125	25.890 37,040.92 17.81	26.640 38,152.09 18.36 27.540
26,759,13 27,561,92 28,388,76 29,20,44 30,117,63 31,951,61 32,961,92 38,997,68 34,914,60 35,962,09 37,040,92 38,997,88 37,040,92 38,997,88 37,040,92 38,997,88 37,040,92 <th< td=""><td>26,759.13 27,561.92 28,388,76 12.87 13.25 13.67 19.305 19.875 20.505 27,664.05 28,493.95 29,348,80 13.28 13.70 14.10 19.920 20.550 21.150 28,632.28 29,491.24 30,375,99 13.80 14.20 14.62 20.700 21.300 21.930 29,600.50 30,488.54 31,403.18 14.24 14.67 15.11 21.360 22.005 22.665 30,636.55 31,555.62 32,502.29 14.74 15.19 15.62</td><td>31</td><td>33 31</td><td></td><td></td><td>3,897.68 16.31 24.465</td><td>34,914.60</td><td>35,962.05</td><td>37,040.92</td><td>38,152.09 18.36 27.540</td></th<>	26,759.13 27,561.92 28,388,76 12.87 13.25 13.67 19.305 19.875 20.505 27,664.05 28,493.95 29,348,80 13.28 13.70 14.10 19.920 20.550 21.150 28,632.28 29,491.24 30,375,99 13.80 14.20 14.62 20.700 21.300 21.930 29,600.50 30,488.54 31,403.18 14.24 14.67 15.11 21.360 22.005 22.665 30,636.55 31,555.62 32,502.29 14.74 15.19 15.62	31	33 31			3,897.68 16.31 24.465	34,914.60	35,962.05	37,040.92	38,152.09 18.36 27.540
28 632.28 29 491.24 3.3 54.78 3.1951.61 3.1951.81 3.8 97.88 3.4 94.46 3.5 98.20 3.7040.92 3.8 97.88 3.4 94.46 3.5 98.20 3.7040.92 3.8 97.88 3.4 94.46 3.5 98.20 3.7 87.78 3.7 88.78 3.7 87.78 <t< td=""><td>20,739.13 12.87 13.25 13.67 19.305 19.305 19.875 20.505 27,664.05 28,493.95 29,348.80 13.28 13.70 14.10 19.920 20.550 20.505 21.150 28,632.28 29,491.24 30,375.99 13.80 14.20 21.300 21.300 21.300 22.005 30,636.55 31,555.62 32,502.29 14.74 15.19 15.62</td><td>30 31</td><td>ર્ક્ક સુ</td><td></td><td></td><td>3,897.68 16.31 24.465</td><td>34,914.60</td><td>35,962.05 17.32</td><td>37,040.92</td><td>38,152.09 18.36 27.540</td></t<>	20,739.13 12.87 13.25 13.67 19.305 19.305 19.875 20.505 27,664.05 28,493.95 29,348.80 13.28 13.70 14.10 19.920 20.550 20.505 21.150 28,632.28 29,491.24 30,375.99 13.80 14.20 21.300 21.300 21.300 22.005 30,636.55 31,555.62 32,502.29 14.74 15.19 15.62	30 31	ર્ક્ક સુ			3,897.68 16.31 24.465	34,914.60	35,962.05 17.32	37,040.92	38,152.09 18.36 27.540
1287 1325 1357 14.06	12.87 13.25 13.67 19.305 19.875 20.505 27,664.05 28,493.95 29,348.80 13.28 13.70 14.10 19.920 20.550 21.150 28,632.28 29,491.24 30,375.99 13.80 14.20 21.930 29,600.50 30,488.54 31,403.18 14.24 14.67 15.11 21.360 22.005 22.665 30,636.55 31,555.62 32,502.29 14.74 15.19 15.62	34	33,			16.31 24.465	15.80	17.32	17.81	18.36
19.305 19.875 20.805 21.1081 22.425 23.070	27,664.05 28,493.95 29,348.80 13.28 13.70 14.10 19.920 20.550 21.150 28,632.28 29,491.24 30,375.99 13.80 14.20 14.62 20.700 21.300 21.930 29,600.50 30,488.54 31,403.18 14.24 14.67 15.11 21.360 22.005 22.665 30,636.55 31,555.62 32,502.29 14.74 15.19 15.62	31	33		23.790	24.465		70.7	17.81	18.36
27,664.06 28,493.86 29,348.80 30,229.23 31,136.14 32,070.20 33,023.22 34,023.29 35,043.96 25,250 25,300 25,390 26,715 1,13.80 1,3.70 14,10 14,51 14,29 15,51 16,38 17,36 17,86 17,86 18,42 36,043.96 36,043.96 37,178.17 38,293.48 39,138.20 37,178.17 38,293.48 39,143.20 37,18.17 36,043.96 37,178.17 38,293.48 39,138.20 37,178.17 38,293.48 39,293	27,664.05 28,493.95 29,348.80 13.28 13.70 14.10 19.920 20.550 21.150 28,632.28 29,491.24 30,375.99 13.80 14.20 14.62 20.700 21.300 21.930 29,600.50 30,488.54 31,403.18 14.24 14.67 15.11 21.360 22.005 22.665 30,636.55 31,555.62 32,502.29 14.74 15.19 15.62	31	33		23.790	24.465	5	!	178	27 540
28,645,05 28,493.95 29,348.80 30,229.23 31,136.14 32,070.20 33,032.32 34,023.95 37,178.17 36,095.30 37,178.17 38,293.48 39,293.48 39,293.48 39,293.48 32,070.20 33,032.32 34,023.93 36,085.30 37,178.17 38,293.48 38,933.78 40 19,30 20,550 21,150 21,755 22,485 23,145 23,865 24,540 25,756 26,040 25,796 27,765 27,690 27,765 28,632.28 28,632.28 33,192.65 34,188.46 35,214.09 36,205.05 26,040 26,70 27,765 26,70 27,765 26,70 27,765 28,633 40,97	27,664.05 28,493.95 29,348.80 13.28 13.70 14.10 19.920 20.550 21.150 28,632.28 29,491.24 30,375.99 13.80 14.20 14.62 20.700 21.300 21.930 29,600.50 30,488.54 31,403.18 14.24 14.67 15.11 21.360 22.005 22.665 30,636.55 31,555.62 32,502.29 14.74 15.19 15.62	31					25.200	25.980	26.715)
13.28 13.25 14.24 16.35 36.145 36.245 36.446 36.245 36.446 36.245 36.445 36.245 36.445 36.245 36.445 36.444 36.245 36.446 36.245 36.446 36.444 36.245 36.444 36.444 36.444 36.444 36.444 36.444 36.444 36.444 36.444 36.444 36.444 36.444 36.444 36.444 36.444 36.444 36.444 36.444 36.444 <td>13.28 13.70 14.10 19.920 20.550 21.150 28,632.28 29,491.24 30,375.99 13.80 14.20 21.930 29,600.50 30,488.54 31,403.18 14.24 14.67 15.11 21.360 22.005 22.665 30,636.55 31,555.62 32,502.29 14.74 15.19 15.62</td> <td>5</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>	13.28 13.70 14.10 19.920 20.550 21.150 28,632.28 29,491.24 30,375.99 13.80 14.20 21.930 29,600.50 30,488.54 31,403.18 14.24 14.67 15.11 21.360 22.005 22.665 30,636.55 31,555.62 32,502.29 14.74 15.19 15.62	5								
1,50,20 1,51,10 14,11 14,59 14,59 15,43 15,91 16,35 17,36 17,36 17,36 18,42 17,55 18,42 18,51 18,51 18,52 18,43 18,52 18,43 18,52 18,42 18,51 18,52 18,43 18,52 18,42 18,52 18,42 18,52 18,42 18,52 18,42 18,52 18,42 18,52 18,42 18,52 18,42 18,52 18,42 18,52 18,42 18,52 18,42 18,52 18,42 18,52 18,42 18,52 18,42	28,632.28 29,491.24 30,375.99 13.80 14.20 14.62 20.700 21.300 21.930 29,600.50 30,488.54 31,403.18 14.24 14.67 15.11 21.360 22.005 22.665 30,636.55 31,555.62 32,502.29 14.74 15.19 15.62	4.51 .765				5,043.96	36,095.30	37,178.17	38,293.48	39,442.29
28,522.2 20,550 21,150 21,765 22,246 23,146 23,245 24,540 25,276 26,704 26,703 27,530 27,730 27,73	28,632.28 29,491.24 30,375.99 13.80 14.20 14.62 20.700 21.300 21.930 29,600.50 30,488.54 31,403.18 14.24 14.67 15.11 21.360 22.005 22.665 30,636.55 31,555.62 32,502.29 14.74 15.19 15.62	.765	15.43	15.91	16.36	16.85	17.36	17.86	18 42	18 97
28,632,28 29,491,24 30,375,99 31,287,26 31,926,5 34,188.46 35,214.09 36,270,51 37,356.65 38,479,38 39,633.76 40 13,80 14,20 14,50 14,50 15,50 15,98 16,43 16,39 17,43 17,63 17,69 18,51 19,07 20,700 21,300 21,300 21,300 21,300 21,300 23,345,29 33,315,65 34,315,13 35,344,56 36,404,88 37,497,03 38,621,97 39,780,65 40,974,03 42,606,10 14,24 14,67 15,11 15,54 16,51 17,01 17,49 18,05 18,57 19,14 19,72 21,360 22,065 23,347,38 34,481,68 35,516,15 36,581,62 26,395 27,405 38,603,46 39,973,72 41,172,94 42,408,12 43,442,68 37,491,03 42,408,12 37,491,03 42,408,12 37,491,03 42,408,12 37,491,03 38,621,97 39,492,12 49,491,03 42,408,12 42,408,12 42	28,632.28 29,491.24 30,375.99 13.80 14.20 14.62 20.700 21.300 21.930 29,600.50 30,488.54 31,403.18 14.24 14.67 15.11 21.360 22.005 22.665 30,636.55 31,555.62 32,502.29 14.74 15.19 15.62			23.865	24.540	25 275	26.040	26.790	27.530	20.5
28/63228 29,491.24 30,375.99 31,287.26 32,192.65 34,188.46 35,214.09 36,270.51 37,586.65 38,479.38 39,633.76 40 5 13.80 14.20 14.62 15.0 15.96 16.43 16.3 17.43 17.96 18.51 19.07 5 13.80 14.20 14.62 15.0 23.970 24.645 25.395 26.145 26.970 27.765 28.605 20,000.5 21.300 21.930 22.665 23.315.65 34,315.65 34,315.65 34,315.65 36,404.88 37,497.03 38,621.97 39,737.65 28.696 40,974.03 42,408.15 28,600.96 37,497.03 38,621.97 39,737.65 28,707.65 28,707.65 28,707.65 28,707.65 28,707.65 28,707.65 28,707.65 28,707.65 28,707.65 38,707.65 40,974.03 40,974.03 40,974.66 40,974.66 39,973.75 41,172.94 42,408.12 42,408.12 42,408.12 42,408.12 42,408.12 42,408.12 42,408.1	28,632.28 29,491.24 30,375.99 13.80 14.20 14.62 20.700 21.300 21.930 29,600.50 30,488.54 31,403.18 14.24 14.67 15.11 21.360 22.005 22.665 30,636.55 31,555.62 32,502.29 14.74 15.19 15.62) !	20.03	20.130	069.77	20.400
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20.700 21.300 21.930 22.665 23.250 23.970 24.645 25.395 26.145 26.145 26.145 26.145 26.145 26.145 26.145 26.145 26.145 26.145 26.147 27.765 28.605 28.605 29,600.50 30,488.54 14.67 15.14 16.03 14.24 16.03 16.03 16.15 16.03	29,600.50 30,488.54 31,403.18 14.24 14.67 15.11 21.360 22.005 22.665 30,636.55 31,555.62 32,502.29 14.74 15.19 15.62	2.07	15.98	16.43	16.93	17.43	17.98	18.51	19.07	10.62
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21.300 22.665 23.310 24.045 24.765 25.515 26.235 27.075 27.855 28.710 29.580 29.580 29.533 27.005 29.535 27.075 27.855 27.855 28.710 29.580 29.580 29.535 27.240 28.935 27.240 28.935 28.775 41,772.94 42,408.12 43.6 14.74 15.19 15.62 16.13 16.59 17.12 17.62 18.16 18.69 19.25 41,172.94 42,408.12 43.6 22.110 22.785 23.430 24.195 24.885 25.680 26.430 27.240 28.035 28.875 29.745 30.630 3 31,672.52 32,622.71 33,601.39 34,609.47 35,647.73 36,717.17 37,818.65 38,953.25 40,121.86 41,325.48 42,565.26 43,842.22 45,11 22.845 23,520 24,945 25,740 26,490 27,315 28,110 29,960 29,805 29,805 29,805 <td< td=""><td>30,636.55 31,555.62 32,502.29 14.74 15.19 15.62</td><td>40.0</td><td>16.51</td><td>17.01</td><td>17.49</td><td>18.05</td><td>18.57</td><td>19.14</td><td>19 72</td><td>20.30</td></td<>	30,636.55 31,555.62 32,502.29 14.74 15.19 15.62	40.0	16.51	17.01	17.49	18.05	18.57	19.14	19 72	20.30
30,636.55 31,555.62 32,502.29 33,477.38 34,481.68 35,516.15 36,581.62 37,679.05 38,809.46 39,973.72 41,172.94 42,408.12 43.50.20 14.74 15.19 15.62 16.13 16.59 17.12 17.62 18.16 18.69 19.25 19.83 20.42 22.110 22.785 23.430 24.195 24.885 25.680 26.430 27.240 28.035 28.875 29.745 30.630 31,672.52 32,622.71 33,601.39 34,609.47 35,647.73 36,717.17 37,818.65 38,953.25 40,121.86 41,325.48 42,565.26 43,842.22 45,163 15.23 15.68 16.17 16.63 17.16 17.66 18.21 18.74 19.30 29.805 29.805 30,690 30,690 41,325.48 42,565.26 43,842.22 45,160 22.845 23,520 24.945 25.740 26.490 27.315 28.110 28.950 29.805 29.805 30,690	30,636.55 31,555.62 32,502.29 14.74 15.19 15.62	310			26.235	27.075	27 855	28 710	79 590	20.00
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2.7.10 22.763 24.36 26.430 27.240 28.035 28.875 29.745 30.630 31,672.52 32,622.71 33,601.39 34,609.47 35,647.73 36,717.17 37,818.65 38,953.25 40,121.86 41,325.48 42,565.26 43,842.22 45 15.23 16.77 16.63 17.16 17.66 18.21 18.74 19.30 19.87 20.46 21.10 22.845 23.520 24.255 24.945 25.740 26.490 27.315 28.110 28.950 29.805 30.690 31.650 32.781.13 33,764.55 34,777.45 35,820.75 36,895.40 38,002.25 39,142.32 40,316.58 41,526.11 42,771.91 44,055.04 45,376.71 46,153 15.76 16.24 16.73 17.24 17.74 18.28 18.84 19.40 19.98 20.59 21.03 21.83 23.640 25.095 25.860 25.610 27.420 28.260 29.100 29.970	22 440 02 78F		17.12	17.62	18.16	18.69	19.25	19.83	20.42	21.04
31,672.52 32,622.71 33,601.39 34,609.47 35,647.73 36,717.17 37,818.65 38,953.25 40,121.86 41,325.48 42,565.26 43,842.22 45,15.28 15.68 16.17 16.63 17.16 17.66 18.21 18.74 19.30 19.87 20.46 21.10 22.845 23.520 24,255 24.945 25.740 26.490 27.315 28.110 28.950 29.805 30.690 31.650 31.650 32.781.13 33,764.55 34,777.45 35,820.75 36,895.40 38,002.25 39,142.32 40,316.58 41,526.11 42,771.91 44,055.04 45,376.71 46,15.24 16.73 17.24 17.74 18.28 18.84 19.40 29.970 30.885 31.800 32.745	77.103				27.240	28.035	28 875	20 745	00000	10:12
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32,781.13 33,764.55 34,777.45 35,820.75 36,895.40 38,002.25 39,142.32 40,316.58 41,526.11 42,771.91 44,055.04 45,376.71 46, 15.76 16.73 17.24 17.74 18.28 18.84 19.40 19.98 20.59 21.20 21.83 23.640 24.360 25.095 25.860 26.610 27.420 28.260 29.100 29.970 30.885 31.800 32.745	22.845 23.520	0.00			10.74	19.30	19.87	20.46	21.10	21.74
32,781.13 33,764.55 34,777.45 35,820.75 36,895.40 38,002.25 39,142.32 40,316.58 41,526.11 42,771.91 44,055.04 45,376.71 46,15.76 16.24 16.73 17.24 17.74 18.28 18.84 19.40 19.98 20.59 21.20 21.83 23.640 24.360 25.095 25.860 26.610 27.420 28.260 29.100 29.970 30.885 31.800 32.745		040			28.110	28.950	29.805	30.690	31,650	32 610
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29.970 30.885 31.800 32.745	23.640 24.360	860			400	0.00	50.03	21.20	21.83	22.48
					29.100	23.970	30.885	31.800	32.745	33.720

National Column National C	GRADE	2016 STEP 1	2016	2016	2016	2016	2016	2016	2016	2016	2016	2016	2016	0,000	Č
Maintename		L	33 000 CE	31EP 3	SIEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP	STEP AI 1
Maintaine Mai		3,7	33,669.65	34,906.34	35,953.50	37,032.10	38,143.08	39,287.36	40,465.98	41,679.95	42.930.37	44 218 32	45 544 B1	AE 044 24	A SAB ES
Mathematical Color Mathema			16.30	16.78	17.31	17.80	18.35	18.91	19.48	20.04	20 66	24.01.24	10,944.01	40,911.21	48,318.50
Math	0		24.450	25.170	25.965	26.700	27.525	28.365	00000	40.00	20.00	77.17	21.92	22.56	23.26
Harmonia Harmonia								500	73.65	30.050	30.990	31.905	32.880	33.840	34.890
H 16,33 16,86 17,33 17,38 17,18 18,44 16,99 19,65 20,145 13,185 14,185 14,185 14,185 14,185 18,44 18,99 19,65 20,145 13,185 14,185	13A Ex		35.075.76	36 128 06	27 211 89	40.000.00	1								
Part	(A)		16.86	47.20	17.00	30,326.24	39,478.09	40,662.42	41,882.31	43,138.77	44,432.93	45,765,91	47 138 93	48 553 05	50,000,03
EX 37,570-1 38,470-2 38,870-2 38,624-3 46,571-8 30,345-3 47,586-3 47,586-3 47,586-3 47,586-3 47,586-3 47,586-3 47,586-3 48,470-2 38,624-3 40,813-0 42,037-48 43,286-3 45,175-3 31,215-3			10.00	17.38	17.89	18.44	18.99	19.56	20.15	20 75	24.20	0000	00.00	40,000,00	79.600,00
A Ex 25,285 26,281 25,281 21,348,77 38,470.25 39,524,36 40,813.08 40,012.49 41,281.08 42,817.88 45,817.89 42,8	0	24.540	25.290	26.070	26.835	27.660	28 485	20 340	30000	0.04	21.30	70.77	77.66	23.36	24.08
F S5, 205, 75 50, 201, 92 37, 349, 77 39, 470, 25 39, 524, 36 40, 813, 30 40, 813, 30 40, 813, 30 40, 813, 30 40, 813, 30 40, 813, 30 40, 813, 30 40, 813, 81 41, 697, 81							200	73.040	30.223	31.125	32.070	33.030	33.990	35.040	36,120
H 16.91 17.43 26.970 27.750 28.500 19.641 20.034 43.208.6 45.97.8	E 14 Ex		36 261 02	27 240 77	1100										
15.53 17.43 17.98 18.50 19.04 19.15 20.23 20.21 27.45 27.4	6	2	26.102,00	27,349.77	38,470.25	39,624.36	40,813.09	42,037,49	43 298 63	44 597 58	AE 025 E1	47 242 52	1		
A A A A A A A A A A			17.43	17.98	18.50	19.04	19.61	,	7000	00.100	10.000.01	47,513.33	48,732.97	50,194.97	51,700.81
A A A A A A A A A A	0	25.365	26 145	05 970	27 750	0.00	2.5	20.23	70.81	21.45	22.09	22.77	23.45	24.16	24 87
National N				20.970	06/./2	78.560	29.415	30.345	31.215	32.175	33 135	34 155	3E 17E		- O.F. 10
Harry Harr	1 477												2	30.240	37.305
H 17.44 18.06 18.58 19.15 19.73 29.595 30.480 31.395 32.310 33.300 33.00 32.220 33.00 33	14A EX		37,531.07	38,657.00	39.816.70	41 011 22	42 241 52	42 EOO 04	00 110		!				
Ex 37,670.13 38,800.25 27,936 19,13 19,73 20,33 21,64 22,20 A Ex 33,600.13 38,800.25 39,844.26 41,165.13 42,986.07 43,870.03 44,980.12 46,329.54 47,719,41 49 A Ex 18,12 18,64 19,21 19,81 29,800 31,500 31,300 32,300 32,300 32,300 32,300 32,376 32,300 32,376 32,300 32,376 32,376 32,376 32,376 32,376 32,440 33,300 32,376 32,376 32,440 33,300 32,440 33,300 32,376 32,3			18.06	10 10	10.4	77:10:	26.142,24	43,300.01	44,814.08	46,158.49	47,543.25	48,969.54	50,438.62	51,951.75	53 510 36
Ex 37,670.13 38,800.25 39,964.26 41,163.19 20.40 21,02 21,64 22.28 22.96 27.180 27.180 28,815 29.71 29.71 20.40 21,02 21,64 22.28 22.96 27.180 27.180 27.280 28,815 29.75			200	10.30	19.15	19.73	20.32	20.93	21.54	22.20	72 87	22 66	00.70		00.00
National	o ¯	Z6.Z35	27.090	27.870	28.725	29.595	30.480	31 395	32 310	33 300	24.207	23.33	74.20	74.97	25.72
H H H H H H H H H H									5	22.300	34.303	35.325	36.390	37.455	38.580
A Ex 38,988.59 47,516.20 45,516.00 49,801.12 46,525.44 47,719.41 49,1719.41			38.800.25	39 964 26	41 163 40	40.000.01									
A Ex 38,988.59 40,158.29 28,151.99 48,81 20,40 21,02 21,64 22,28 22,96 A Ex 38,988.59 40,158.25 41,382.99 42,663.89 43,882.00 45,198.46 46,554.42 47,951.06 49,389.59 90,344.00 A Ex 38,988.59 40,158.29 42,663.89 42,663.89 43,882.00 45,198.46 46,554.42 47,951.06 49,389.59 90,375 Ex 40,307.06 41,516.25 42,761.74 44,044.57 45,365.94 46,726.90 48,128.71 49,572.59 51,059.75 52,44 A Ex 40,307.06 41,516.25 42,761.74 44,044.57 45,365.94 46,726.90 48,128.71 49,572.59 51,059.75 52,445 56,25 56,25 56,25 56,25 56,25 56,25 56,25 56,23 56,25 56,25 56,25 56,25 56,25 56,25 56,25 56,25 56,25 56,25 56,25 56,25 56,25 56,25 56,25 56,25 <			10.64	40.04	1.00.1	42,390.07	43,670.03	44,980.12	46,329.54	47,719.41	49,150.99	50.625.51	52 144 28	53 708 50	55 340 07
A Ex 38,988.59 40,158.25 41,362.98 42,603.89 45,882.00 45,198.46 46,554.42 47,951.06 43,385.9 50,440 A Ex 38,988.59 40,158.25 41,362.98 42,603.89 43,882.00 45,198.46 46,554.42 47,951.06 49,335.59 50,335.50 B 18.76 19.31 19.90 20,50 21,14 21,77 22,41 23,08 33,55 34,620 36,525 52,41 23,08 36,525 52,85 33,615 34,620 36,525 52,41 22,41 23,08 36,525 52,86 36,525 33,72 34,620 36,525 33,615 34,620 36,525 36,525 36,525 36,525 36,525 36,525 36,525 36,525 36,525 36,525 36,525 36,525 36,525 36,525 36,525 37,427 37,427 37,427 37,427 37,427 37,428 37,428 37,428 37,428 37,428 37,428 37,428 37,428 37,428 37,428 37,			10.04	19.21	19.81	20.40	21.02	21.64	22.28	22.96	23.64	24 35	25.07	, ,	79.919.07
KEX 38,988.59 40,158.25 41,362.98 42,603.89 43,882.00 45,198.46 46,554.42 47,951.06 49,389.59 50 H 18.76 19.31 19.30 20,50 21,14 21,77 22.41 23.08 23.75 50 EX 19.30 28.965 29.860 30,750 31,710 32.655 33.615 34,620 51,305.25 52.75 AEX 41,717.80 42,686.39 46,736.30 46,726.90 48,128.71 49,572.59 51,059.75 52,44 AEX 19.39 20.895 31,800 32,745 33,745 33,750 34,128.75 36,855 52,44 36,555 52,44 36,555 52,44 37,035 36,855 36,555 36,555 52,44 37,170 38,185 36,555 36,555 36,555 36,555 36,555 36,555 36,555 36,555 36,555 36,555 36,555 36,555 36,555 36,555 36,555 36,555 36,556 36,556	>	77.100	77.360	28.815	29.715	30.600	31.530	32.460	33.420	34 440	25 460	00:10	20.07	20.03	79.67
A Ex 38,988.59 40,188.26 41,382.09 45,188.46 46,554.42 47,951.06 40,188.59 40,388.50 40,188.26 46,554.42 47,951.06 40,388.50 33.82 46,554.42 47,951.06 40,388.50 33.82 33.615 33.05 33.75 33.75 33.75 33.75 33.75 33.75 33.75 33.75 33.75 33.75 33.85 33.85 33.85 33.85 33.85 33.85 33.85 33.85 33.75 33.85 33.85 33.85 33.85 34.85 33.85 33.85 34.85 33.85 34.85 33.85 34.85 33.85 34.85 33.85 34.85 <th></th> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>i</td> <td>2</td> <td>1.10</td> <td>35.460</td> <td>36.525</td> <td>37.605</td> <td>38.745</td> <td>39.915</td>								i	2	1.10	35.460	36.525	37.605	38.745	39.915
Harror H	15A Ex		40,158,25	41 362 98	42 603 80	42 000 00	47 400 40								
Ex 40,307,06 41,516.25 20,356.3 33,615 33,615 33,615 33,615 33,615 33,625 32,75 A Ex 40,307,06 41,516.25 42,761.74 44,044.57 45,365.94 46,726.90 48,128.71 49,672.59 51,059.75 52 A Ex 41,516.25 42,761.74 44,044.57 45,965.34 46,726.90 48,128.71 49,6128.71 49,6128.73 33,615 34,620 36,625 36,625 36,625 36,625 36,524 37,725 36,745 36,625 36,628 33,720 34,725 35,745 36,625 36,600 36,625 36,600 36,600 36,865 36,865 36,600 37,335 36,866 36,866 36,860 37,865 36,860 37,865 36,866			10 31	0000	50.00	10,002.00	45, 196.45	46,554.42	47,951.06	49,389.59	50,871.27	52,397.41	53,969,33	55 588 40	57 256 DE
Ex 40,307.06 41,516.25 42,761.74 44,044.57 46,365.94 46,728.90 48,128.71 49,572.99 51,039.75 52,035 51,039.75 52,035 31,516.25 42,761.74 44,044.57 46,365.94 46,728.90 48,128.71 49,572.99 51,039.75 52,385 51,039.75 52,385 51,039.75 52,385 51,039.75 52,385 51,039.75 52,485 51,039.75 52,485 54,457 46,965.74 48,362.35 49,813.24 51,307.62 52,846.87 54,457 54,457 54,457 54,457 54,457 54,457 54,633.93 56,463.33 56,463.33 56,463.33 56,463.33 56,463.33 56,463.33 56,463.33 56,463.33 56,464.33			0.0	19.90	20.50	21.14	21.77	22.41	23.08	23.75	74 47	25.32	0000	01.000	27,230,00
EX 40,307.06 41,516.25 42,761.74 44,044.57 46,365.94 46,726.90 48,128.71 49,572.59 51,089.75 502.30 A EX 41,717.80 42,969.33 44,288.40 45,586.19 46,965.34 46,726.36 46,726.36 46,726.36 46,128.71 46,572.59 51,089.75 52,466.87 52,446.87 52,446.87 52,446.87 52,446.87 52,446.87 54,574.55 56,468.87 54,696.83 54,696.83 54,696.83 54,696.83 54,696.83 54,696.83 54,696.83 54,696.83 54,696.83 54,696.83 54,696.83 54,696.83 54,696.83 54,696.83 54,696.83 54,696.83 56,646.83	>	28.140	28.965	29.850	30.750	31.710	32,655	33.615	34 620	7000	1 1 1 0	77.67	25.36	70.74	27.55
Ex 40,307.06 41,516.25 42,761.74 44,044.57 45,366.94 46,726.90 48,128.71 49,572.59 51,059.75 52 A matrix 40,307.06 41,516.25 42,761.74 44,044.57 45,366.94 46,726.90 48,128.71 48,128.72 48,128.72 48,128.72 48,128.72 48,128.72 48,132.44 48,132.32 48,132.44 48,130.72 52,446.87 54,437 52,446.87 54,546.87 54,546.87 54,546.87 54,546.87 54,546.87 54,546.87 54,546.87 54,546.87 54,546.87 55,446.87 54,637.72 52,042.69 36,463.39 56,463.39 <									04.050	33.023	36.705	37.830	38.940	40.110	41.325
H H H H H H H H H H			41,516.25	42.761.74	44 044 57	45 255 DA	700 00		!						
KEX 41,717.80 42,969.33 44,258.40 45,586.19 46,953.74 48,362.35 49,813.24 51,307.62 52,846.87 54,57 A Marrian 42,969.33 44,258.40 45,586.19 46,953.74 48,362.35 49,813.24 51,307.62 52,846.87 54,855.7 A Marrian 42,969.33 44,258.40 45,586.19 46,953.74 48,362.35 49,813.24 51,307.62 52,846.87 54,452.41 A Marrian 20.04 20.66 21,27 21,92 22.58 23.28 24,07 24,633.93 56,846.87 54,633.93 56,846.87 54,633.93 56,846.87 54,633.93 56,846.87 54,633.93 56,846.87 54,633.93 56,846.87 54,633.93 56,846.87 54,633.93 56,846.87 54,633.93 56,846.83 56,846.87 54,633.93 56,846.83 56,846.83 56,846.83 56,846.83 56,846.83 56,846.83 56,846.83 56,846.83 56,846.83 56,846.83 56,846.83 56,846.83 56,846.83 56,846.83 56,846.83 56,846.		19.39	10 07	04.00	04.00	40,000,04	40,720.90	48,128.71	49,572.59	51,059.75	52,591.56	54,169.30	55.794.37	57 468 20	59 192 23
Ex 41,717.80 42,969.33 44,258.40 45,586.19 46,963.74 48,362.35 49,813.24 51,307.62 52,846.87 54,258.40 A 1,717.80 42,969.33 44,258.40 45,586.19 46,963.74 48,362.35 49,813.24 51,307.62 52,846.87 54,4 C 0.04 20.06 30.990 31,905 32.880 33.870 34,920 36,000 37,035 56,846.87 56,44 Ex 43,128.55 44,422.41 45,755.07 47,127.72 48,541.55 49,907.81 51,497.72 53,002.69 37,00 37,035 56,244 38,160 37,170 26,24 38,160 36,165 38,160 37,170 38,160 37,170 38,160 37,170 38,160 37,170 38,160 <th< td=""><th>•</th><td>1000</td><td>0.00</td><td>20.03</td><td>71.20</td><td>21.83</td><td>22.48</td><td>23.15</td><td>23.83</td><td>24.57</td><td>25.32</td><td>26.07</td><td>30.90</td><td>21 01</td><td>02,102,20</td></th<>	•	1000	0.00	20.03	71.20	21.83	22.48	23.15	23.83	24.57	25.32	26.07	30.90	21 01	02,102,20
Ex 41,717.80 42,989.33 44,258.40 45,586.19 46,953.74 48,362.35 49,813.24 51,307.62 52,846.87 54,453.23 P (20.04) 20.66 21,27 21.92 22.58 23.28 24.00 24.69 25.44 56,244 P (30.06) 30.990 31.905 32.880 33.870 33.870 34.920 36.000 37.035 38.160 Ex 43.128.55 44,224.4 45,755.07 47,127.72 48,541.55 49,997.81 51,497.72 53,042.69 54,633.93 56,240 Ex 44,638.06 45,977.17 47,356.50 48,777.19 50,240.49 51,747.71 53,000.15 54,899.15 56,546.13 58,3435 Ex 46,147.53 47,531.95 48,957.31 50,240.49 51,747.71 53,000.15 54,899.15 56,546.13 56,240 Ex 46,147.53 47,531.95 48,957.31 50,240.49 51,747.71 53,001.5 54,899.15 56,546.13 56,18 Ex 46,147.53<	>	29.065	29.955	30.885	31.800	32.745	33,720	34 725	35 745	36 955	21 00 0	10.02	20.03	60.72	28.46
KEX 41,717.80 42,969.33 44,258.40 45,586.19 46,953.74 48,362.35 49,813.24 51,307.62 52,846.87 54,488 0.06 30.990 31.905 32.880 33.870 34,920 36.000 37.035 38.160 25,484 51,497.72 24,69 26.69 37.035 38.160 38.180											006.70	39,105	40.275	41.475	42.690
K 20.04 20.66 21.27 21.92 22.58 23.28 24.07 24.77 24.78 24.77 24.78 25.21 25.29 25.44 33.435 34.37 35.3015 36.240.49 37.47 37.47 38.265 36.48 36.48 36.24 36.24 36.24 36.24 36.24 36.24 36.24 36.24	16A Ex	41,717.80	42,969.33	44.258.40	45 586 19	AE 053 74	40 202 20								
Ex 44,638.06 30.990 31.905 32.88 23.28 23.28 24.00 24.69 25.44 Ex 43,128.55 44,422.41 45,755.07 47,127.72 48,541.55 49,997.81 51,497.72 53,042.69 54,633.93 56,24 Ex 44,638.06 30.990 31.905 32.880 33.875 49,997.81 51,497.72 53,042.69 54,633.93 56,24 Ex 44,638.06 45,977.17 47,356.50 48,777.19 50,240.49 51,747.71 53,300.15 54,899.15 56,546.13 58,2 Ex 46,147.53 47,531.95 36,126.6 51,240.49 51,747.71 53,300.15 54,899.15 56,546.13 58,2 Ex 46,147.53 47,531.95 48,957.91 50,426.66 51,939.46 53,497.65 55,102.58 56,756.65 56,546.13 58,2 Ex 21.14 22.19 36,255 37,320 38,497.65 56,710.258 56,756.65 58,458.32 60,22 Ex 46,1		20.04	20.66	24.07	0.00	10,000,14	40,302.33	49,813.24	51,307.62	52,846.87	54,432.25	56,065.23	57.747.16	59 479 59	61 263 0E
Ex 43,128.55 44,422.41 45,755.07 47,127.72 48,541.55 49,997.81 51,497.72 53,042.69 54,633.93 56,229 Ex 43,128.55 44,422.41 45,755.07 47,127.72 48,541.55 49,997.81 51,497.72 53,042.69 54,633.93 56,229 A 20.74 21.37 22.01 22.65 23.35 24.07 24.78 25.51 26.29 Ex 44,638.06 45,977.17 47,356.50 48,777.19 50,240.49 51,747.71 53,300.15 54,899.15 56,546.13 58,229 Ex 46,38.06 45,977.17 47,356.50 48,777.19 50,240.49 51,747.71 53,300.15 54,899.15 56,546.13 58,229 A 46,147.53 47,531.95 48,957.91 50,426.66 51,939.46 53,497.65 55,102.58 56,756.56 58,458.32 60,240.49 Ex 46,147.53 47,531.95 48,957.91 50,426.66 51,939.46 53,497.65 55,102.58 56,7102.58 56,756.56<		0000	20.00	77.17	28.12	22.58	23.28	24.00	24.69	25.44	26.18	26 90	10.70	0000	01,200.90
Ex 43,128.55 44,422.41 45,755.07 47,127.72 48,541.55 49,997.81 51,497.72 53,042.69 54,633.93 O 31.110 32.055 33.015 22.01 22.65 23.35 24.07 24.78 25.51 26.29 Ex 44,638.06 45,977.17 47,356.50 48,777.19 50,240.49 51,747.71 53,300.15 54,899.15 56,546.13 27.18 A 44,638.06 45,977.17 47,356.50 48,777.19 50,240.49 51,747.71 53,300.15 54,899.15 56,546.13 27.18 A 46,147.53 47,531.95 48,777.19 50,240.49 51,747.71 53,300.15 54,899.15 56,546.13 27.18 A 46,147.53 47,531.95 48,957.91 50,426.66 51,939.46 53,497.65 55,102.58 56,756.65 58,458.32 67 A 46,147.53 47,531.95 48,957.91 50,426.66 51,939.46 53,497.65 55,102.58 56,756.65 58,458.32 62.19	>	30.060	30.990	31.905	32.880	33.870	34.920	36.000	37 035	38 160	25.70	20.33	10.72	78.64	29.50
Ex 43,128.55 44,422.41 45,755.07 47,127.72 48,541.55 49,997.81 51,497.72 53,042.69 54,633.93 O 31.110 32.055 33.015 33.975 35.025 36.105 37.170 24.78 25.51 26.29 Ex 44,638.06 45,977.17 47,356.50 48,777.19 50,240.49 51,747.71 53,300.15 54,899.15 56,546.13 26.29 A4,638.06 45,977.17 47,356.50 48,777.19 50,240.49 51,747.71 53,300.15 54,899.15 56,546.13 26.24 A6,147.53 47,531.95 48,957.91 50,426.66 51,939.46 53,497.65 55,102.58 56,755.65 58,458.32 42.195 Ex 46,147.53 47,531.95 48,957.91 50,426.66 51,939.46 53,497.65 55,102.58 56,755.65 58,458.32 42.195 Ex 47,762.71 49,195.56 50,671.45 52,191.61 53,757.32 55,370.06 57,031.14 58,742.11 60,504.37 60,504.37 </td <th></th> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>3</td> <td>017.60</td> <td>40.460</td> <td>41./15</td> <td>42.960</td> <td>44.250</td>										3	017.60	40.460	41./15	42.960	44.250
H 20.74 21.37 22.01 11.11 20.74 21.37 22.01 12.05 23.35 24.07 24.78 25.51 26.29 54,633.93 26.29 31.110 32.055 33.015 33.975 35.025 36.105 37.170 38.265 36.46.13 26.29 Ex 44,638.06 45,977.17 47,356.50 48,777.19 50,240.49 51,747.71 53.300.15 54,899.15 56,546.13 26.26 26.41 27.18 A 21.46 22.10 32.78 23.46 24.17 24.88 25.62 26.41 27.18 A 46,147.53 47,531.95 48,957.91 50,426.66 51,939.46 53,497.65 55,102.58 56,755.65 58,458.32 6 A 46,147.53 34.290 35.295 36.360 37.440 38.565 39.765 40.935 42.195 Ex 47,762.71 49,195.56 50,671.45 52,191.61 53,757.32 55,370.06 57,031.14 58,742.11 60,504		43,128.55	44,422.41	45.755.07	47 127 72	48 541 SE	40.007.04	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2							
Ex 44,638.06 45,977.17 47,356.50 48,777.19 50,240.49 51,747.71 53,300.15 33.975 36.25 36.105 37,170 38.265 36,461.13 26.29 Ex 44,638.06 45,977.17 47,356.50 48,777.19 50,240.49 51,747.71 53,300.15 54,899.15 56,546.13 27.18 A 21.46 22.10 22.78 23.46 24.17 24.88 25.62 26.41 27.18 Ex 46,147.53 47,531.95 48,957.91 50,426.66 51,939.46 53,497.65 55,102.58 56,755.65 58,458.32 26.11 Ex 46,147.53 47,531.95 48,957.91 50,426.66 51,939.46 53,497.65 55,102.58 56,755.65 58,458.32 26.31 Ex 47,762.71 49,195.56 50,671.45 52,191.61 53,757.32 55,370.06 57,031.14 58,742.11 60,504.37 6 Ex 47,762.71 49,195.56 50,671.45 52,191.61 53,757.32 55,370.06<		20 74	21 37	20.00	27.721.12	10,041.00	48,887.61	51,497.72	53,042.69	54,633.93	56,272.95	57,961,13	59,699,98	61 490 97	63 325 74
Ex 44,638.06 45,977.17 48,777.19 50,240.49 51,747.71 53,300.15 54,899.15 56,546.13 58,25 Ex 44,638.06 45,977.17 47,356.50 48,777.19 50,240.49 51,747.71 53,300.15 54,899.15 56,546.13 58,2 P 21.46 22.10 22.78 23.46 24.17 24.88 25.62 26.41 27.18 P 32.190 33.150 34.170 35.190 36.255 37.320 38.430 39.615 40.770 4 Ex 46,147.53 47,531.95 48,957.91 50,426.66 51,339.46 53,497.65 55,102.58 56,755.65 58,458.32 60,2 A 22.19 22.86 23.53 24.24 24.96 25.71 26.51 27.29 28.13 42.195 4 A 7,762.71 49,195.56 50,671.45 52,191.61 53,757.32 55,370.06 57,031.14 58,742.11 60,504.37 62.3 A 22.97		24.40	10.14	77.01	77.65	23.35	24.07	24.78	25.51	26.29	27.08	70 70	01.00	10:00	00,000
Ex 44,638.06 45,977.17 47,356.50 48,777.19 50,240.49 51,747.71 53,300.15 54,899.15 56,546.13 58, 240.49 O 32.190 33.150 34.170 35.190 36.245 37.320 38.430 56,846.13 58, 546.13)	2	32.055	33.015	33.975	35.025	36.105	37.170	38.265	30 425	7 000	10.77	70.70	79.30	30.46
Ex 44,638.06 45,977.17 47,356.50 48,777.19 50,240.49 51,747.71 53,300.15 54,899.15 56,546.13 58,240.49 PA 21.46 22.10 22.78 23.46 24.17 24.88 25.62 26.41 27.18 PA 21.46 22.19 33.150 34.170 35.190 36.255 37.320 38.430 39.615 40.770 4 Ex 46,147.53 47,531.95 48,957.91 50,426.66 51,939.46 53,497.65 55,102.58 56,755.65 58,458.32 60,2 A 46,147.53 34.290 35.295 36.360 37.440 38.565 55,102.58 56,755.65 58,458.32 60,2 A 47,762.71 49,195.56 50,671.45 52,191.61 53,757.32 55,370.06 57,031.14 58,742.11 60,504.37 62,3 A 22.97 24.36 25,60 55,370.06 57,031.14 58,742.11 60,504.37 62,310 A 22.97									007:00	09.400	40.620	41.805	43.050	44.340	45.690
H 21.46 22.10 22.78 35.190 36.25 31.41.1 35,300.15 54,899.15 56,546.13 58,260.13 58,246.13	I7A Ex	44,638.06	45,977.17		48 777 19	50 240 40	74 747 74								
Ex 46,147.53 47,531.95 48,957.91 50,426.66 51,939.46 53,497.65 55,102.58 56,755.65 58,458.32 60,273 Ex 46,147.53 47,531.95 48,957.91 50,426.66 51,939.46 53,497.65 55,102.58 56,755.65 58,458.32 60,273 A 47,762.71 49,195.56 50,671.45 52,191.61 53,757.32 55,370.06 57,031.14 58,742.11 60,504.37 62,31 A 422.97 22.67 26.63 27.43 28.56 26.64.37 62.3 A 47,762.71 49,195.56 50,671.45 52,191.61 53,757.32 55,370.06 57,031.14 58,742.11 60,504.37 62,3 A 22.97 23.65 36.540 37.635 38.775 39.945 41.145 42.390 43.650 4		21.46	22.10		0 - 0	00,240.43	51,747.71	53,300.15	54,899.15	56,546.13	58,242.53	59,989,78	61 789 47	63 643 1E	0.000
Ex 46,147.53 47,531.95 48,957.91 50,426.66 51,939.46 53,497.65 55,102.58 56,755.65 58,458.32 60,2770 4 Ex 46,147.53 47,531.95 48,957.91 50,426.66 51,939.46 53,497.65 55,102.58 56,755.65 58,458.32 60,2 O 33.285 34.290 35,295 36.360 37,440 38,565 39.765 40.935 42.195 4 Ex 47,762.71 49,195.56 50,677.45 52,191.61 53,757.32 55,370.06 57,031.14 58,742.11 60,504.37 62,3 A 22.97 23.65 25.09 25.85 26.63 27.43 28.26 29.10 A 4455 35.475 36.540 37.635 38.775 39.945 41.145 42.390 43.650 4	C	32 100	2 2 2	67.70	73.46	24.17	24.88	25.62	26.41	27 18	27 90	70 07	1100	00,040,13	03,332.45
Ex 46,147.53 47,531.95 48,957.91 50,426.66 51,939.46 53,497.65 55,102.58 56,755.65 58,458.32 60, 22.13 A 22.19 22.86 23.53 24.24 24.96 25.71 26.51 27.29 28.13 S 33.285 34.290 35.295 36.360 37.440 38.565 39.765 40.935 42.195 Ex 47,762.71 49,195.56 50,671.45 52,191.61 53,757.32 55,370.06 57,031.14 58,742.11 60,504.37 62,737.00 A 22.97 23.65 24.36 25.09 25.85 26.63 27.43 28.26 29.10 A 34.455 35.475 36.540 37.635 38.775 39.945 41.145 42.390 43.650	•	32.130	33.150	34.170	35.190	36.255	37.320	38 430	30 616	40 770	0.0	70.07	L/ .67	30.60	31.55
Ex 46,147.53 47,531.95 48,957.91 50,426.66 51,939.46 53,497.65 55,102.58 56,755.65 58,458.32 60,23 H 22.19 22.86 23.53 24.24 24.96 25.71 26.51 27.29 28.13 O 33.285 34.290 35.295 36.360 37.440 38.565 39.765 40.935 42.195 42.195 Ex 47,762.71 49,195.56 50,671.45 52,191.61 53,757.32 55,370.06 57,031.14 58,742.11 60,504.37 62,3 A 22.97 23.65 36.540 37.635 38.775 39.945 41.145 42.390 43.650 <th></th> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>2</td> <td>40.770</td> <td>41.985</td> <td>43.305</td> <td>44.565</td> <td>45.900</td> <td>47.325</td>									2	40.770	41.985	43.305	44.565	45.900	47.325
H 22.19 22.86 23.53 24.24 24.96 25.71 26.51 27.29 28.13 60.2 23.28 34.290 35.295 36.360 37.440 38.565 39.765 40.935 42.195 4 42.195 4 42.195 4 42.195 4 42.195 4 42.195 4 42.97 22.97 23.65 24.36 25.09 25.85 26.63 27.43 28.26 29.10 37.635 38.775 39.945 41.145 42.390 43.650 4		46,147.53	47,531.95			4	20 407 05								
Ex 47,762.71 49,195.56 50,671.45 52,191.61 53,757.32 55,370.06 57,031.14 58,742.11 60,504.37 62,37 A 33.285 34.455 36.547 26.63 37,635 38,757.32 55,370.06 57,031.14 58,742.11 60,504.37 62,37 B 22.97 23.65 24.36 25.09 25.85 26.63 27,43 28.26 29.10 A 33.4455 36.540 37.635 38.775 39.945 41.145 42.390 43.650 43.650		22.19	22.86			2 1	00.764,00		56,755.65	58,458.32	60,212.06	62,018,41	63.878.98	65 705 33	00 032 23
Ex 47,762.71 49,195.56 50,671.45 52,191.61 53,757.32 55,370.06 57,031.14 58,742.11 60,504.37 62,3 O 34.455 35.475 36.540 37,635 38.775 39.945 41.145 42.390 43.650 4	0	33 285	34 290	0000	47.54	24.90	25.71	26.51	27.29	28.13	28.99	29.86	30.75	24.00	02.50
Ex 47,762.71 49,195.56 50,671.45 52,191.61 53,757.32 55,370.06 57,031.14 58,742.11 60,504.37 62, H 22.97 23.65 24.36 25.09 25.85 26.63 27.43 28.26 29.10 O 34.455 35.475 36.540 37.635 38.775 39.945 41.145 42.390 43.650			027.	33.433	36.360	37.440	38.565	39.765	40.935	42 195	43 405	44.700		00.10	32.62
EX 4/,762.71 49,195.56 50,671.45 52,191.61 53,757.32 55,370.06 57,031.14 58,742.11 60,504.37 62,37 H 22.97 23.65 24.36 25.09 25.85 26.63 27.43 28.26 29.10 O 34.455 35.475 36.540 37.635 38.775 39.945 41.145 42.390 43.650 43.650										3	001	44.790	46.125	47.490	48.930
H 22.97 23.65 24.36 25.09 25.85 26.63 27.43 28.26 29.10 O 34.455 35.475 36.540 37.635 38.775 39.945 41.145 42.390 43.650 4		47,762.71	49,195.56				55.370.06			100	!				
34.455 35.475 36.540 37.635 38.775 39.945 41.145 42.390 43.650 4		22.97	23.65				25.50			50,504.37	62,319.48	64,189.08	66,114.74	68,098.18	70,141,14
39.945 41.145 42.390 43.650	0	34.455	35.475	36 540	37 63 6	2000	20.03	27.43	28.26	29.10	29.96	30.86	31.76	32.76	33 73
				2	000.70	36.775	39.945	41.145	42.390	43.650	44 940	46 290	47 640	70 770	00
												007.01	47.040	49.140	50.595

6 2016 STEP AL1	'	7,5	34.90		75 051 00		u.		77,588.98		4,		80,304.57		57.930		93,0	39.94 59.910		85,925.90	41.36	62.040		88,8		64.080	0 0 0	91,940.73	44.21 66.315		95,049.81	45.69	68.535		98,376.56	47.31	70.965	101,703.30	48.91	73.365		105,262.92	50.61	75.915
2016 STEP 13	70 404 02	70,401.03	50.805	200	72 RES OF	35.06	52.590		75,329.10	36.25	54.375		77,965.59	37.50	56.250	27 000 76	00,002.13	58.155		83,423.18	40.15	60.225		86,244.26	41.49	62.235	00 000	09,202.03	42.94 64 410		92,281.37	44.39	66.585	1	95,511.21	45.93	68.895	98,741.07	47.49	71.235		102,197.00	49.13	/3.695
2016 STEP 12	GR 350 52	20,000,00	49.320		70 742 78	34 03	51.045		73,135.03	35.17	52.755		75,694.77	36.41	54.615	79 25/ /0	64.45.01	56.445		80,993.42	38.98	58.470	0	83,732.31	40.27	60.405	20 023 38	44.65	62.490	į	89,593,57	43.07	64.605	000	92,729.33	44.59	66.885	95,865.11	46.12	69.180		99,220.40	47.70	71.550
2016 STEP 11	66 359 72	31.02	47.910		68,682,30	33.03	49.545		71,004.90	34.16	51.240		73,490.07	35.35	53.025	75 975 25	36.52	54.780		78,634.37	37.84	26.760	0.000	01,293.50	39.10	58.650	84 138 70	40.75	60.675		86,984.05	41.82	62.730	00 00	30,026.49	45.20	04.920	93,072.92	44.74	67.110	000	90,330.46	46.32	09.400
2016 STEP 10	64 426 89	30.98	46.470		66,681,85	32.09	48.135		68,936.78	33.18	49.770		71,349.56	34.32	51.480	73 762 36	35.47	53.205		76,344.06	36.75	55.125	27 900 07	10,925.13	37.98	56.970	81 688 13	30.00	58.935		84,450.54	40.60	006.09	87 ANE 30	42.00	42.02 63.030	02.020	90,362.09	43.44	65.160	20 20 70	33,324.73 44.08	44.30	0.74.70
2016 STEP 9	62.550.41	30.10	45.150		64,739.67	31.16	46.740		66,928.92	32.20	48.300		69,271.44	33.34	20.010	71,613,94	34 46	51.690	;	74,120.44	35.68	53.520	76 626 01	10,020,01	35.84	097.66	79 308 87	38 13	57.195		81,990.80	39.43	59.145	84 860 49	40.81	61.215	2	87,730.18	42.19	63.285	00 000 00	73.000.72 43.66	65 490	2
2016 STEP 8	60.728.55	29.20	43.800		62,854.07	30.24	45.360		64,979.55	31.28	46.920	0	67,253.81	32.35	10.010	69.528.09	33.44	50.160	200	09.196,17	34.63	51.945	74 395 06	35.78	53.70	33.670	76,998.88	37.04	55.560	75 000 05	19,602.74	38.27	57.405	82.388.81	39.62	59.430		85,174.92	40.97	61.455	88 156 02	42.38	63.570	
2016 STEP 7	58,959.76	28.37	42.555		61,023.32	29.34	44.010		63,086.94	30.35	45.525	100	03,294.93	31.41	2	67,503.01	32.48	48.720	0000	09,000,60	33.63	50.445	72 228 22	34.71	17.75 72.05F	34.003	74,756.23	35.94	53.910	77 204 40	61.704.19	37.17	22.722	79,989,14	38.47	57.705		82,694.07	39.76	59.640	85 588 39	41.14	61.710	
2016 STEP 6	57,242.50	27.54	41.310		59,245.98	28.49	42.735		61,249.45	29.48	44.220	60 200 40	00,030.19	30.49 45.735	8	65,536.92	31.54	47.310	07 000 73	07,030.70	32.65	48.975	70.124.51	33.72	50.580		72,578.85	34.94	52.410	75 033 18	3,033.10	36.09	04.133	77,659.38	37.35	56.025		80,285.54	38.60	57.900	83.095.52	39.96	59.940	
2016 STEP 5	55,575.22	26.71	40.065		57,520.36	27.68	41.520		59,465.49	28.62	42.930	61 546 70	0.04.00	44.385		63,628.05	30.59	45.885	65 855 04	40.000	31.00	47.520	68,082.03	32.75	49 125		70,464.90	33.89	50.835	72 847 79	25.75	52.04 52.560	25.300	75,397.44	36.27	54.405		77,947.11	37.48	56.220	80,675.28	38.79	58.185	
2016 STEP 4	53,956.52	25.94	38.910		55,845.00	26.87	40.305	1	57,733.49	27.79	41.685	59 754 17	28.73	43.095		61,774.83	29.70	44.550	63 936 94	30.77	30.77 46.45E	40.133	66,099.07	31.75	47.625		68,412.51	32.90	49.350	70 725 97	34.04	51.015	9	73,201.40	35.18	52.770		75,676.83	30.30	04.570	78,325.50	37.65	56.475	
2016 STEP 3	52,384.97	25.20	37.800		54,218.44	26.09	39.135	00 700	96,051.89	26.95	40.425	58 013 75	27.90	41.850		59,975.56	28.86	43.290	62 074 71	20.88	44 820	44.020	64,173.81	30,85	46.275		66,419.94	31.96	47.940	68.666.03	33.01	49,515		71,069.32	34.16	51.240	!	73,472.65	F2 005	02.330	76,044.18	36.54	54.810	
2016 STEP 2	50,859.21	24.45	36.675		52,639.27	25.35	38.025	54 410 24	24,419.31	20.13	39.223	56.324.01	27.11	40.665		58,228.67	27.99	41.985	60.266.70	29.01	43.515	2	62,304.68	29.95	44.925		64,485.37	31.00	46.500	66,666.02	32.07	48.105		68,999.35	33.18	49.770	7.000	71,332,64	51.435	2	73,829.31	35.49	53.235	
2016 STEP 1	49,377.87	23.74	35.610	4 4 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	51,105.08	24.59	36.885	52 834 30	25,034.30	30 445	36.113	54,683.51	26.32	39,480		56,532.70	27.17	40.755	58,511.35	28.15	42.225		60,490.00	29.09	43.635		62,607.15	30.12	45.180	64,724.29	31.09	46.635		66,989.64	32.20	48.300	00 727 00	33.30	49 950		71,678.94	34.47	51.705	
II.	- -	(6Q0) H	0	CDADE 40A	-		D	GRADE 20 Fx)	GRADE 20A Ex	(6RA) H	0		_	H (0S9)	0	GRADE 21A Ex	(6SA) H	Ī		2	(6T0) H	0		ZA E	(6TA) H	0	GRADE 23 Ex	H (009)	0		₹	(6UA) H	0	GRADE 24 EV		_		⋖	(6VA) H	0	

STEP 3 STEP 4 STEP 4 78,615.71 80,974.18 83,40 37.78 38.94 4 56,670 58.410 60 81,367.24 83,808.30 86,32 39.13 40.30 4 58.695 60.450 62 62.805 60.450 62 84,118.82 86,642.37 89,24 60.675 62.490 64 62.805 66.870 68 87,062.99 89,674.88 92,36 87,062.99 89,674.88 92,36 84,187 44.58 4 62.805 66.870 68 87,062.99 89,674.88 92,36 90,007.14 92,707.34 95,483 44.58 46.15 68 62.805 66.870 68 84.37 46.15 72 96,307.61 99,196.89 102,172 46.30 74.04 76 71.895 74.04 <		2016	6 2016	2016	2016	9000									
Name	- 11		STE	STE	STEP 4	STE	STEP 6	STE	2016 STEP 8	T.	o TEB	i.	į		2016
1,		74,1		78,615.71	80,974.18	83.403.42	85 905 55	88 482 69	04 427 47	SIEPS	STEP 10	STEP 11	STEP 12	STEP 13	STEP AL1
					38.94	40 10	4130	00,402.00	51,13/.15	93,871.31	96,687.41	99,588.04	102,575.69	105,652.96	108,822.53
Fig. 18 Fig.	U			56.670	58.410	60 150	41.30 61.050	42.35	43.83	45.14	46.49	47.88	49.31	50.79	52.33
March Marc							00000	63.840	65.745	67.710	69.735	71.820	73.965	76.185	78.495
March Marc	RADE 25A E	76,6		81,367.24	83,808.30	86,322,55	88 912 19	91 570 59	20 300						
Fig. 10 Fig. 25 Fig. 10 Fig.		_			40.30	41.51	42.76	AA OK	34,326.36	97,156.79	100,071.49	103,073.64	106,165.84	109,350.81	112,631.32
March Marc	O				60.450	62 265	64 140	44.05	45.36	46.73	48.13	49.58	51.07	52.58	54.17
Fig. 18 Fig.						25:20	04.140	60.075	68.040	70.095	72.195	74.370	76.605	78.870	81.255
Harmonian Harm		79,		84,118.82	86.642.37	89 241 63	01 010 02	17 010 70							
Mathematical Ma				40.45	41.66	42.03	26.916.16	94,076.47	97,516.77	100,442.26	103,455.54	106,559.19	109,755.98	113.048.63	116 440 11
National Column National C	0			60.675	41.00	42.93	44.20	45.53	46.88	48.30	49.75	51.23	52.77	54.36	55.07
No. No.					02.490	64.395	66.300	68.295	70.320	72.450	74.625	76.845	79.155	81 540	20.00
1.0 1.0	MDE 26A E)			00 000 00										2	00,900
Fig.	(6XA)	<u>.</u>	ŕ	66.200,10	89,674.88	92,365.11	95,187.57	97,990.14	100,929.86	103,957.74	107.076.47	110 288 77	113 507 41	147 005 23	7
March Marc	_		,	41.87	43.13	44.43	45.73	47.13	48.55	50.00	51.50	53.03	t. 160,01	11,005.37	120,515.52
H 40,80	•			62.805	64.695	66.645	68.595	70.695	72.825	75.000	77.250	79.545	81,960	35.28	57.95 86.925
H 4,080 4,201 4,201 4,201 4,202 4,803 66,870 66,				90,007,14	20, 404, 00									2	00.923
Mart				42.77	92,707.34	95,488.56	98,353.22	101,303.82	104,342.95	107,473.21	110,697.40	114,018.35	117,438 88	120 962 08	124 500 04
Karabasara Kar	0			43.27	44.58	45.92	47.30	48.69	50.17	51.67	53.24	54.82	56.47	58 17	50.03
H				64.903	66.870	68.880	70.950	73.035	75.255	77.505	79.860	82.230	84.705	87,255	39.92
H 4223 434 44.77 45.55 71.295 71.2				93,157,39	95 952 10	99 000 00	7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7								
EX 90.779.17 93.502.56 65.105 65.105 71.205				44 77	76.16 AE 15	30,030.00	101,735.59	104,849.43	107,994.93	111,234.79	114,571.82	118,008.97	121,549.25	125,195,72	128 951 62
Karamara Karamara	0		•	67 15E	40.13	47.53	48.95	50.40	51.93	53.49	55.07	56.74	58.44	60.20	61.00
H H H H H H H H H H					03.223	71.295	73.425	75.600	77.895	80.235	82.605	85.110	87.660	90.300	92.985
H 4364 44.96 67.440 694.56 71.535 73.680 75.885 78.180 75.950 71.535 73.680 75.885 78.180 78.180			93,502.56	96.307.61	99 196 89	102 472 78	105 001 01		,						
Character Char			44.96	46.30	47.69	40.17	16.162,601		111,646.94	114,996.34	118,446.24	121,999.63	125,659.62	129,429.42	133,312,28
H H H H H H H H H H	0			69.450	71 535	73.12	50.59	52.12	53.68	55.30	26.92	58.69	60.45	62.25	64.12
H H H H H H H H H H					000	73.000	75.885	78.180	80.520	82.950	85.455	88.035	90.675	93.375	96.180
H H H H H H H H H H			96,775.13		102,668,77	8 82	108 921 29								
C F1755 69825 71.895 74.004 75.260 78.570 85.56 57.22 58.93 60.71 62.52 64.41 Ex 71.33.71 100,047.73 103,049.18 106,140.65 78.570 71.60 115,982.75 119,462.21 123,046.09 726,737.48 130,539.61 134,455.78 138,469.47 96.61 96.61 96.61 96.61 96.61 96.61 96.61 96.61 96.61 96.61 96.61 96.61 96.61 96.61 96.61 96.61 96.91 96.62 96.62 96.61 96.61 96.61 <t< td=""><th></th><td></td><td>46.55</td><td></td><td>49.36</td><td>1 8</td><td>52.120,001</td><td></td><td>10,554.59</td><td>119,021.23</td><td>122,591.86</td><td>126,269.59</td><td>130,057.73</td><td>133,959.45</td><td>137,978.22</td></t<>			46.55		49.36	1 8	52.120,001		10,554.59	119,021.23	122,591.86	126,269.59	130,057.73	133,959.45	137,978.22
Ex 97,133.71 100,047.72 103,049.18 106,140.65 10,520.48 112,604.60 115,992.75 119,462.21 123,046.09 86.396 91.065 91.065 93.780 96.615 H 46,72 48,12 49,56 51.06 52.57 54,16 55.79 57.46 55.79 77.46 126,737.48 130,539.61 134,455.78 138,489.47 A 46,72 70.080 72.180 74.340 76.590 78.855 81.240 85.79 86.190 88.800 91.440 94.200 96.975 99.915 A 48.33 49,79 51.28 52.82 13,151.23 146,545.77 120,042.16 123,643.40 127,352.70 91.440 94.200 96.975 99.915 A 48.33 49,79 51.28 52.82 56.04 57.74 59.47 1173.31 135,101.75 143,386.76 143,867.89 94.90 94.90 94.90 96.90 96.90 96.90 96.90 96.90 96.90 96.90 96.90 96.90<	0		69.825	71 895	74 040	26.064	52.38	53.94	55.56	57.22	58.93	60.71	62.52	64.41	66.34
EX 97,133.71 100,047.73 103,049.18 106,140.65 109,324.86 112,604.06 115,982.75 119,462.21 123,046.09 126,737.48 130,539.61 134,455.78 138,489.47 46,72 48,12 48,12 49,56 51.06 52.57 54,16 55.79 57,46 59,20 60,96 62,80 62,80 64,65 66,15 66,15 66,14 67,14				2	t t		/8.5/0	80.910	83.340	85.830	88.395	91.065	93.780	96.615	99.510
H 46.72 48.12 49.56 51.06 52.57 54.16 55.79 57.46 59.20 60.96 62.80 62.80 64.65 66.61 O.0.833.39 70.080 72.180 76.59 78.855 81.240 83.685 86.190 88.800 91.440 94.200 86.915 99.915 H 48.33 103,549.39 106,655.89 109,855.58 113,151.23 116,545.77 120,042.16 123,643.40 127,332.70 91.440 94.200 96.915 99.915 A.8.33 103,549.39 106,655.89 109,855.58 113,151.23 116,545.77 120,042.16 123,643.40 127,332.70 91.440 94.200 96.915 96.915 A.8.33 100,548.85 74.885 74.885 74.885 74.00 100.380 103,395 Ex 103,933.05 107,051.08 110,285.20 110,486.92 124,101.53 127,8445.08 131,659.31 135,609.11 139,677.36 143,867.93 143,487.93 143,867.93 143,867.93 </th <th></th> <th>97</th> <th>100,047.73</th> <th></th> <th>106,140.65</th> <th></th> <th></th> <th></th> <th>110 462 24</th> <th></th> <th></th> <th></th> <th></th> <th></th> <th></th>		97	100,047.73		106,140.65				110 462 24						
A Ex 100,080 72,180 74,340 76,590 78,855 81,240 83,685 86,190 88,800 91,440 94,200 66,465 66,61 96,915 99,915 A Ex 100,533.39 103,549.39 106,656.89 109,855.68 113,151.23 116,545.77 120,042.16 127,352.70 131,173.31 135,108.48 139,161.75 143,336.60 99,915 A Ex 51.28 52.82 54.42 56.04 57.74 59,47 61.25 94,605 97,470 100,380 103,316.175 143,336.60 98,915 99,916 90,916 90,916 90,916 90,916 90,916 90,916 90,916 90,916 90,916 90,916 90,916			48.12		51.06				13,462.21		126,737.48	130,539.61	134,455.78	138,489.47	142,644.16
Ex 103,532.39 103,549.39 106,655.89 109,855.58 113,151.23 116,545.77 120,042.16 123,643.40 127,352.70 131,173.31 135,108.48 139,161.75 143,336.60 14 4 48.33 49.79 51.28 52.82 54.42 56.04 57.74 59.47 61.25 63.07 64.98 66.92 68.93 68.91 67.74 59.47 61.25 63.07 64.98 66.92 68.93 68.93 68.93 68.93 68.93 97.47 100.380 103.395 68.93 68.93 97.77 111,733.1 135,108.48 139,161.75 143,336.60 143,336.60 143,336.60 143,336.60 143,336.60 148,336.60 148,336.60 148,336.60 148,336.60 148,336.60 148,336.60 148,336.60 148,336.60 148,336.70 148,336.70 148,336.70 148,336.70 148,336.70 148,336.70 148,336.70 148,336.70 148,336.70 148,336.70 148,336.70 148,336.70 148,336.70 148,336.70 148,336.70 <	0		72.180	74.340	76.590	78.855	81.240	83.685	37.40 86.190	59.20	60.96	62.80	64.65	66.61	68.60
Ex 100,533.39 105,656.89 109,855.58 113,151.23 116,545.77 120,042.16 123,643.40 127,352.70 131,173.31 135,108.48 139,161.75 143,336.60 14 48.33 49.79 51.28 52.82 54.42 56.04 57.74 59.47 61.25 63.07 64.98 66.92 68.93 60.53 72.495 72.495 76.920 79.230 81.630 86.610 86.610 89.205 91.875 94.605 97.470 100.380 103.395 Ex 103,933.05 107,051.08 110,262.60 113,570.50 116,977.58 120,486.92 124,101.53 127,824.58 131,659.31 135,609.11 139,677.36 143,867.69 148,183.71 157 A.9.94 51.75 52.99 54.62 56.25 57.93 59.65 61.48 63.30 65.23 67.18 100.770 103,755 106,905 Ex 107,570.72 110,797.87 114,121.79 117,545.46 121,071.83 124,703.97	7 400 10								00.130	99.800	91.440	94.200	96.975	99.915	102.900
Ex 57.2495 77.2496 77.2416 77.7416 77.7416 77.7416 77.7416 77.7416 77.7416 77.7416 77.7416 77.7416 77.	(60A) H		103,549.39				-				131 173 24	105 400 40			
Ex 103,933.05 76.329 76.320 79.230 81.630 84.060 86.610 89.205 91.875 94.605 97.470 100.380 103.395 Ex 103,933.05 107,051.08 110,262.60 113,570.50 116,977.58 120,486.92 124,101.53 127,824.58 131,659.31 135,609.11 139,677.36 148,183.71 157 A9.94 51.46 52.99 54.62 56.25 57.93 59.65 61.48 63.30 65.23 67.18 69.17 71.27 A9.94 51.40 77.190 79.485 81.930 84.375 86.895 89.475 92.220 94.950 97.845 100.770 103.755 106.905 Ex 51.72 53.29 54.89 56.53 58.25 59.98 61.78 63.64 65.53 67.51 69.53 144,566.08 148,903.06 153,770.15 157 A1.580 77.580 79.935 82.335 84.795 89.970 92.670 95.460 98.295<			49.79	51.28	52.82	54.42					10.5.1.10.	133, 106.48	139,161.75		147,636.71
Ex 103,933.05 107,051.08 110,262.60 113,570.50 116,977.58 120,486.92 124,101.53 127,824.58 131,659.31 135,609.11 139,677.36 143,867.69 148,183.71 157 P 49.94 51.46 52.99 54.62 56.25 57.93 59.65 61.48 63.30 65.23 67.18 69.17 71.27 P 74.910 77.190 79.485 81.930 84.375 86.895 89.475 92.220 94.950 97.845 100.770 103.755 106.905 Ex 107,570.72 110,797.87 114,121.79 117,545.46 121,071.83 124,703.97 128,445.08 132,298.45 136,267.40 140,355.42 144,566.08 148,903.06 153,370.15 151 P 51.72 53.29 54.89 56.53 58.25 59.98 61.78 63.64 65.53 67.51 69.53 104,295 107.415 176.15 73.77 A 77.580 79.935 82.335 84.795)	7.490	/4.685	76.920	79.230	81.630	84.060	86.610	89.205	91.875	03.07	64.98	66.92	68.93	70.99
CASSOLIS INTEGRAL 10,1051,08 110,262.60 113,570.50 116,977.58 120,486.92 124,101.53 127,824.58 131,659.31 135,609.11 139,677.36 148,183.71 155 A 49.94 51.46 52.99 54.62 56.25 57.93 59.65 61.48 63.30 65.23 67.18 69.17 71.27 A 74.910 77.190 79.485 81.930 84.375 86.895 89.475 92.220 94.950 97.845 100.770 103.755 106.905 Ex 107,570.72 110,797.87 114,121.79 117,545.46 121,071.83 124,703.97 128,445.08 132,298.45 136,267.40 140,355.42 144,566.08 148,903.06 153,370.15 157 A 77.580 79.935 82.335 84.795 89.970 92.670 95.460 98.295 101.265 104,295 107.415 110,655										20.10	34.003	97.470	100.380	103.395	106.485
Ex 107,570.72 110,797.87 114,121.79 117,545.46 121,071.83 59.65 61.48 63.30 65.23 67.18 69.17 71.27 150 79.485 81.930 84.375 86.895 89.475 92.220 94.950 97.845 100.770 103.755 106.905 107,570.72 110,797.87 114,121.79 117,545.46 121,071.83 124,703.97 128,445.08 132,298.45 136,267.40 140,355.42 144,566.08 148,903.06 153,370.15 157 77.580 79.935 82.335 84.795 87.375 89.970 92.670 95.460 98.295 101.265 104.295 107.415 110.655		2									135 600 11		0000		
Ex 107,570.72 110,797.87 114,121.79 117,545.46 121,071.83 124,703.97 128,445.08 132,298.45 136,267.40 140,355.42 144,566.08 148,903.06 153,370.15 157 17.580 79.935 82.335 84.795 87.375 89.970 92.670 95.460 98.295 101.265 104,295 107.415 110.655			01.40	52.99	54.62	56.25	57.93				EE 22		143,667.69		52,629.25
Ex 107,570.72 110,797.87 114,121.79 117,545.46 121,071.83 124,703.97 128,445.08 132,298.45 136,267.40 140,355.42 144,566.08 148,903.06 153,370.15 157 H 51.72 53.29 54.89 56.53 58.25 59.98 61.78 63.64 65.53 67.51 69.53 71.61 73.77 O 77.580 79.935 82.335 84.795 87.375 89.970 92.670 95.460 98.295 101.265 104.295 107.415 110.655)	e i	77.190	/9.485	81.930	84.375	86.895	89.475	92.220	94.950	97.845	100 770	69.17	71.27	73.40
H 51.72 53.29 54.89 121,0/1.83 124,703.97 128,445.08 132,298.45 136,267.40 140,355.42 144,566.08 148,903.06 153,370.15 157,9 O 77.580 79.935 82.335 84.795 87.375 89.970 95.670 95.460 98.295 101.265 104.295 107,415 110,655 11						;						0.00.	103.733	106.905	110.100
O 77.580 79.935 82.335 84.795 87.375 89.970 92.670 95.460 98.295 101.265 104.295 107.415 110.655 11						83							140 000 00		
73.53 62.335 84.795 87.375 89.970 92.670 95.460 98.295 101.265 104.295 107.415 110.655 11		_	70 025	50.65	56.53	58.25	59.98	61.78					74.04		57,971.25
110.655)	000	7 8.855	82.335	84.795	87.375	89.970	92.670	95.460	98.295	101 265	09.33 104 20F	71.61	73.77	75.96
											203.101	104.233	107.415	110.655	113.940

16 2016	STEP 13	158,556.59 163,3	78.53 78.53 78.53 78.53 111.045 114.345 117.795		78.03 169,0	114 915 118 320 121 020		169,6	79.21 81.57 84.04	77.333	175,593.49 180,8	81.97 84.44 86.98 122.955 126.660 130.470	4 08 181 531 45 186 077 37	87.29	130.935 13	2.66 187.885.04 193.521.58	90.34	135.510 13	104 220 64		140.115 14	204 627 62		144.990 14	307 025 25	201,000.00	530 149.925 154.425		215,109.58 221	103.41		222,	.83 106.93 110.13 745 160.395 165.195	
2016	ı	149,454.78 153,938.30 74 88 74 63		4	74.39	111.585		164,7	76.89		170,	79.59 81 119.385 122.	171,110,81 176,244,08		12	177,099.66 182,412.66		127.725 131.595	183 088 55 188 581 17	2	13	189 496 64 195 181 52	2	4	195 904 76 201 781 83		14		208,	97.50 100.40 146.250 150.600		215,	100.81 103.83 151.215 155.745	
2016 2016 STED 0 STED 42		40,675,49 145,101.74 67.72 69.77	10	145 806 10 150 180 31		10		155,2	72.48 /4.64 108.720 111.960	Ç	75.03 160,692.91	÷	161,288.31 166,126.95	77.55 79.87	116.325 119.805	166,933.41 171,941.44	80.26 82.66	120.390 123.990	172.578.50 177 755 86		124.470 128.205	178.618.75 183.977.34		128.805 132.675	184.658.99 190 198 77		₽	04 400 00 4 400	190,0	137.850 141.975		203,	95.02 97.87 142.530 146.805	
2016 2016 5.7 STED 8	136 772 3n	65.75	65	141 559 33	68.05	þ		146,346.35	5	454 450 40	72.82	10	156,590.58	1 75.30	5 112.950	162,071.25	5 77.91	5 116.865	167,551.95	80.56	0 120.840	173,416,25	83.38	5 125.070	179,280.58	86.21	12	185 555 30	60,000,001	13	404	191,830.22	92.23 138.345	
2016 20 STEP 6 STEP 7	E .		92.955 95.745	133,433.24 137,436.22		0,	7 000 044 00 000	51,345.49 14Z,083.83 66.33 68.32	5	142 773 58 147 056 90		5	147,601.65 152,029.71	70.97 73.11	106.455 109.665	152,767.72 157,350.73	73.45 75.65	110.175 113.475	157,933.80 162,671.79	75.93 78.22	113.895 117.330	163,461.46 168,365.30	78.59 80.95	117.885 121.425	168,989.15 174,058.81	81.26 83.69	121.890 125.535	174 903 76 180 150 87		12	180 818 AO 406 242 05		13	
2016 2016 P 4 STEP 5	125,166.04	60.17	30 90.255	129,546.83	62.29	35 93.435	133 027 65	64 40	o	138 615 14	66.65	o o	143,302.59		50 103.365	148,318.19		30 106.980	153,333.76		110.595	158,700.44		20 114,450	164,067.13	9 78.90	5 118.350	169,809,48	81.63	#	175 551 84	84.41	;;	:
2016 20 STEP 3 STEP 4	117,981.00 121,520.43		85.080 87.630	122,110.31 125,773.63	58.72 60.49	88.080 90.735	126.239.65 130.026.85		91.050 93.765	130,658.06 134,577,79		94.275 97.065	139,		97.440 100.350	143,9		100.830 103.860	144,531.79 148,867.74		104.250 107.340	149,590.39 154,078.13		107.910 111.120	154,649.01 159,288.48	74.37 76.59	111.555 114.885	160,061.71 164,863.57	76.95 79.26	115.425 118.890	165,474.45 170,438.65		#	171 266 04 476 404 04
2016 STEP 2	114,544.67	55.06	0 82.590	118,553.71		0 85.500	122,562,77	58.91	0 88.365	126,852.48	61.00	91.500	131,142.18		94.560	135,732.15		97.905	140,322.14		101.190	145,233.40		104.715	150,144.65		108.285	155,399.75		112.080	160,654.80	77.23	115.845	166 277 73
2016 GRADE STEP 1			0 80.220	A Ex 115,1		83.010	GRADE 32 Ex 118,993.00		0 85.800	GRADE 32A Ex 123,157.72	(63A) H 59.22	O 88.830	3 Ex 127,3	(040) H 61.21	0.19.19	GRADE 33A Ex 131,778.77	•		14 Ex 136,2	(650) H 65.49	98.235	141,0	(65A) H 67.80	007.101	5 Ex 145,		0 105.135	¥		0 108.810	GRADE 36 Ex 155,975.52		0 112.500	GRADE 36A Ex 161 434 65

2016 STEP AL7	25,617.19 12.43 18.645	26,513.80 12.74 19.110	27,410.38 13.19 19.785	28,369.77 13.67 20.505	29,329.13 14.10 21.150	30,355.65 14.61 21.915	31,382.16 15.10 22.650	32,480.54 15.60 23.400	33,578.89 16.16 24.240	34,754.16 16.76 25.140	35,929.46 17.32 25.980	37,186.97 17.89 26.835
2016 STEP AL6		25,741.58 12.38 18.570	26,612.05 12.81 19.215	27,543.49 13.25 19.875	28,474.84 13.70 20.550	29,471.51 14.19 21.285	30,468.12 14.66 21.990	31,534.51 15.18 22.770	32,600.89 15.67 23.505	33,741.91 16.28 24.420	34,882.95 16.80 25.200	36,103.85 17.38 26.070
2016 STEP ALS	24,146.68 11.72 17.580	24,991.79 12.02 18.030	25,836.94 12.44 18.660	26,741.20 12.87 19.305	27,645.51 13.28 19.920	28,613.12 13.79 20.685	29,580.70 14.23 21.345	30,616.03 14.73 22.095	31,651.33 15.22 22.830	32,759.16 15.82 23.730	33,866.96 16.31 24.465	35,052.27 16.87 25.305
2016 STEP AL4	23,443.36 11.38 17.070	24,263.88 11.67 17.505	25,084.40 12.07 18.105	25,962.34 12.50 18.750	26,840.30 12.92 19.380	27,779.72 13.35 20.025	28,719.13 13.83 20.745	29,724.28 14.30 21.450	30,729.46 14.77 22.155	31,805.00 15.34 23.010	32,880.54 15.86 23.790	34,031.34 16.37 24.555
2016 STEP AL3	22,765.51 11.03 16.545	23,562.31 11.32 16.980	24,359.11 11.74 17.610	25,211.68 12.12 18.180	26,064.25 12.53 18.795	26,976.47 12.98 19.470	27,888.73 13.42 20.130	28,864.86 13.88 20.820	29,840.92 14.35 21.525	30,885.37 14.90 22.350	31,929.82 15.38 23.070	33,047.36 15.92 23.880
2016 STEP AL2	22,097.62 10.74 16.110	22,871.03 11.00 16,500	23,644.45 11.38 17.070	24,472.01 11.76 17.640	25,299.58 12.16 18.240	26,185.04 12.59 18.885	27,070.51 13.04 19.560	28,018.02 13.47 20.205	28,965.47 13.94 20.910	29,979.26 14.44 21.660	30,993.05 14.95 22.425	32,077.81 15.44 23.160
	ÄIO	M = 0	ΩΞO	ΩΞο	ÄΤο	Ä = O	ÄΞο	ΜΞO	ÄΙο	ŭΞο	ÄΞο	ÄΤο
GRADE	GRADE 1	GRADE 1A	GRADE 2	GRADE 2A	GRADE 3 (6A0)	GRADE 3A (6AA)	GRADE 4 (6B0)	GRADE 4A (6BA)	GRADE 5 (6C0)	GRADE 5A Ex (6CA) H O	GRADE 6 (6D0)	GRADE 6A I

2016 STEP AI 7	38 444 51	5,444.31 18.48	27.720		39,790.08	19.14	28.710	41 135 GO	10.02	29.685	A2 575 3A	20.075	30.735	44 015 11	21.22	31.830	45 555 65	21 94	32 010	05.310	47,096.16	22.64	33.960	48 744 EA	73.4E	23.45 35.175	50.392.89	24.24	36.360	52 156 66	25 11	37.665	53 920 41	25 93	38.895	FE 207 61	26.86	40.00
2016 STEP AI 6 ST	'∥		26.940			18.57	27.855	39 937 49		28.800	41 335 31		29.820	42 733 12		30.915	44 228 75 49		31 920	22:10	45,724.41 47	21.99	32.985	87 324 77 48		34.155	48,925.15 50		35.295	50.637.53 52		36.570	52,349,90 53		37.785	54 182 16		
2016 STEP ALS	36 237 63	17.42	26.130		37,505.94	18.05	27.075	38.774.26	18 63	27.945	40 131 36	19.31	28.965	41 488 47	20 00	30.000	42.940.56	20.67	31 005		44,392.65	21.35	32.025	45 946 39	22.09	33.135	47,500.13	22.86	34.290	49,162.64	23.66	35.490	50,825.13	24.44	36.660	52.604 02	25.34	0.00
2016 STEP AL4	35.182.17	16.92	25.380	:	36,413.57	17.49	26.235	37,644,92	18.12	27.180	38.962.50	18.76	28.140	40.280.07	19.44	29.160	41,689.87	20.05	30.075		43,099.66	20.73	31.095	44.608.14	21.45	32.175	46,116.64	22.19	33.285	47,730.71	22.98	34.470	49,344.82	23.72	35.580	51,071.85	24.58	26 070
2016 STEP AL3	34,164.90	16.42	24.630	6	33,360.67	10./1	25.515	36,556.45	17.59	26,385	37,835.92	18.22	27.330	39,115.40	18.86	28.290	40,484.47	19.49	29.235		41,853.51	20.12	30.180	43,318.33	20.81	31.215	44,783.21	21.53	32.295	46,350.60	22.33	33.495	47,918.04	23.05	34.575	49,595.16	23.84	35 760
2016 STEP AL2	33,162.56	15.96	23.940	70000	34,323.24	10.01	24.765	35,483.95	17.08	25.620	36,725.88	17.68	26.520	37,967.83	18.31	27.465	39,296.71	18.92	28.380		40,625.59	19.54	29.310	42,047.45	20.23	30.345	43,469.36	20.89	31.335	44,990.77	21.66	32.490	46,512.21	22.39	33.585	48,140.12	23.15	34.725
GRADE	GRADE 7 Ex	(6E0) H	0	CDADE 74 E.	(6FA) H	•	D	GRADE 8 Ex	(6F0) H	0	GRADE 8A Ex	(6FA) H	0	GRADE 9 Ex	H (059)	0	GRADE 9A Ex	(6GA) H	0		0	H (0H9)	0	GRADE 10A Ex	(6HA) H	0	GRADE 11 Ex	H (019)	0	GRADE 11A Ex	(6IA) H	0	12 E	H (0C9)	0	GRADE 12A Ex	(6JA) H	o

EX 53.98 24.67 25.02 36.30 35.97 36.49 36.92 36.93 37.82 37	GRADE 13	Ä	2016 STEP AL2 49,768.06	2016 STEP AL3 51.261.10	2016 STEP AL4 52 798 94	2016 STEP ALS	2016 STEP AL6	2016 STEP AL7
A Ex 51,509.35 37,005 38,130 59,240 57,574.30 59,74 A Ex 24,80 53,251.34 54,646.90 56,286.30 57,974.90 59,74 A Ex 24,80 38,295 39,465 40,650 41,835 41,835 A Ex 53,251.34 54,861.36 56,494.88 58,189.72 59,335,41 61,77 A Ex 55,251.34 54,861.36 56,494.88 58,189.72 59,335,41 61,77 A Ex 55,115.66 56,781.53 58,472.20 60,226.34 62,033.17 63,63 A Ex 55,115.66 56,781.53 58,472.20 60,226.34 62,033.17 63,87 A Ex 55,136.6 39,415 40,442.20 66,344.81 66,344.20 66,344.20 66,344.81 66,344.20 66,344.82 66,344.20 66,344.82 66,344.82 66,344.82 66,344.82 66,344.82 66,344.82 66,344.82 66,344.82 66,344.82 66,344.82 66,344.82 66,344.82 66,344.82 66,344.82	6K0)		23.98	24.67	25,736,34	54,382.87 26.16	56,014.39	57,694.83
A Ex 51,509,36 53,066,84 54,646,90 56,286.30 57,949,00 59 A Ex 24,80 25,53 26,31 27,10 27,89 27,89 A Ex 24,80 38,295 39,465 40,570 41,835 41,835 A Ex 53,251,84 54,861,36 56,494,88 58,189,72 59,935,41 61,866 A Ex 25,62 26,41 27,18 27,99 28,83 43,260 A Ex 55,115,66 56,781,53 58,472,20 60,226,34 62,033,17 63,288 A Ex 56,799,44 58,701,64 60,449,50 62,263,00 44,905 63,506 A Ex 56,993,47 58,701,64 60,449,50 62,263,00 44,905 63,506 A Ex 56,993,47 58,701,64 60,449,50 62,263,00 44,905 63,701,64 A Ex 56,993,47 58,448 58,4485 44,925 44,925 44,925 A Ex 56,993,47 42,106 60,449,50 6		0	35.970	37.005	38.130	39.240	40.425	41.685
A Ex Si	DE 134	EX	51,509.95	53,066.84	54,646.90	56,286.30	57,974.90	59.714.16
A Ex 53.251.84 56.494.88 56,189.72 59.935.41 61.25.62 A Ex 53.251.84 56,494.88 56,189.72 59.935.41 61.27.88 A Ex 55,15.66 56,781.53 58,472.20 60,226.34 62,033.17 63.2884 A Ex 55,115.66 56,781.53 58,472.20 60,226.30 29.87 43.260 A Ex 55,115.66 56,781.53 58,472.20 60,226.30 64,130.89 66,375.45 A Ex 55,115.66 56,781.53 58,472.20 60,226.30 64,130.89 66,375.45 61,375 A Ex 56,979.44 58,701.64 60,449.50 62,263.00 64,130.89 66,375.45 68,325.31	eKA)	Ξ,	24.80	25.53	26.31	27.10	27.89	28.72
A Ex 53,251.84 56,494.88 56,199.72 59,935.41 61 A Ex 25,62 26.41 27.18 58,199.72 59,935.41 61 A Ex 55,115.66 56,781.53 58,472.20 60,226.34 62,033.17 63 A Ex 55,115.66 56,781.53 58,472.20 60,226.30 64,130.89 66,298.7 A Ex 56,978.44 58,701.64 60,449.50 62,263.00 64,130.89 66,375.45 68,75 A Ex 58,973.73 60,766.22 62,265.23 64,485 47.910 48.25 <t< th=""><th></th><th>0</th><th>37.200</th><th>38.295</th><th>39.465</th><th>40.650</th><th>41.835</th><th>43.080</th></t<>		0	37.200	38.295	39.465	40.650	41.835	43.080
A EX 55.25.26.4.1 27.18 27.99 28.84 A EX 55.115.66 56.781.53 58.472.20 60.226.34 62.033.17 63.34 A EX 55.115.66 56.781.53 58.472.20 60.226.34 62.033.17 63.34 A EX 55.115.66 56.781.53 58.472.20 60.226.34 62.033.17 63.34 5 EX 56.79.44 58.701.64 60.449.50 62.263.00 64.130.89 66.375.45 68.375.42 70.21.75 <	NDE 14		53,251.84	54,861.36	56,494.88	58,189.72	59,935.41	61,733,46
A Ex 55,115.66 56,781.53 58,472.20 60,226.34 62,033.17 63 A Ex 55,115.66 56,781.53 58,472.20 60,226.34 62,033.17 63 A Ex 55,115.66 56,781.53 58,472.20 60,226.34 62,033.17 63 A Ex 56,979.44 58,701.64 60,449.50 62,263.00 64,130.69 66,30.85 A Ex 27.42 28.25 29.09 29.95 30.85 66,275 A Ex 27.42 60,756.22 62,565.23 64,442.20 66,375,45 68, 30.85 A Ex 58,973.73 60,756.22 62,565.23 64,442.20 66,375,45 68, 30.85 A Ex 58,973.73 60,766.22 62,566.23 64,442.20 66,375,45 68, 30.85 A Ex 58,973.73 60,766.22 62,666.21 46,485 71,021.75 73, 32.99 A Ex 60,968.02 62,797.06 64,680.96 66,662.141 68,620.06 70, 32.99 A Ex 63,101.89	(O)	I	25.62	26.41	27.18	27.99	28.84	29.69
A Ex 55,115.66 56,781.53 58,472.20 60,226.34 62,033.17 63,877.70 A Ex 26,52 27,31 28.14 29.00 29.87 44.805 42.81 A Ex 26,978.44 58,701.64 60,449.50 62,263.00 64,130.89 66, 66, 66, 67, 74, 75 A Ex 56,979.44 58,701.64 60,449.50 62,263.00 64,130.89 66, 66, 67, 75 A Ex 58,973.73 60,756.22 62,565.23 64,442.20 66,375.45 68,37 A Ex 58,973.73 60,756.22 62,565.23 64,442.20 66,375.45 68,37 A Ex 58,973.73 60,756.22 62,565.23 64,442.20 66,375.45 68,37 A Ex 60,988.02 43.815 46,660 46,485 47,910 47,910 47,910 A Ex 60,988.02 45,315 46,660 48,075 48,0485 51,300 52,39 52,39 52,39 52,39 52,39 52,39 52,39 52,39 52,39 52,39 </th <th></th> <th>0</th> <th>38.430</th> <th>39.615</th> <th>40.770</th> <th>41.985</th> <th>43.260</th> <th>44.535</th>		0	38.430	39.615	40.770	41.985	43.260	44.535
A Ex. 52 27.31 28.14 29.00 29.87 1 Ex. 56,979.44 58,701.64 60,449.50 62,283.00 64,130.89 66,67 A Ex. 56,979.44 58,701.64 60,449.50 62,283.00 64,130.89 66,67 A Ex. 56,979.44 58,701.64 60,449.50 62,283.00 64,130.89 66,67 A Ex. 56,973.73 60,756.22 62,565.23 64,442.20 66,375.45 68,37 A Ex. 570 43.815 45.165 46.485 47.910 47.910 47.910 A Ex. 570 43.865 65,009.13 64,680.96 66,6621.41 68,620.06 70,6 A Ex. 570 43.865 45.315 46.650 48.075 49.448 75.63 A Ex. 570 45.306 48.330 49.815 71,021.75 73.1 A Ex. 570 46.550 48.330 49.815 51.300 52.980 52.980 Ex. 55.77 47.055 48.330 49.815 52.980 52.980 52.980 52.980 52.980 <t< th=""><th>DE 14A</th><th>EX</th><th>55,115.66</th><th>56,781.53</th><th>58,472.20</th><th>60,226.34</th><th>62,033.17</th><th>63,894.15</th></t<>	DE 14A	EX	55,115.66	56,781.53	58,472.20	60,226.34	62,033.17	63,894.15
Ex 56,979.44 58,701.64 60,449.50 62,263.00 64,130.89 66,000 A	₹	I,	26.52	27.31	28.14	29.00	29.87	30.76
FEX 56,979.44 58,701.64 60,449.50 62,263.00 64,130.89 66,736.25 A Ex 27,42 28.25 23.09 29.35 30.86 30.86 A Ex 27,42 28.25 23.09 29.35 44.925 66,7375.45 68,375.44 75,68,329 31.30 31.30 31.30 31.30 32.23 33.21 34.24.85 34.24.85 34.23 34.23 34.23 34.23 34.23 34.23 34.23 34.23 34.23 34.23 34.23 34.23 34.23 34.23 34.23		0	39.780	40.965	42.210	43.500	44.805	46.140
A Ex 28.25 29.09 29.95 30.85 46.275 4 A Ex 38.973.73 60,766.22 62,565.23 64,442.20 66,375.45 68.3 A Ex 58.973.73 60,766.22 62,565.23 64,442.20 66,375.45 68.3 A Ex 58.973.73 60,766.22 62,565.23 64,442.20 66,375.45 68.3 A Ex 60.968.02 43.815 45.165 46.486 46.486 70.66 A Ex 60.968.02 62,797.06 64,680.96 66,621.41 68,620.06 70.6 A Ex 60.968.02 62,797.06 64,680.96 66,621.41 68,620.06 70.6 A Ex 60.968.02 45.315 46.650 48.075 49.485 71.021.75 73.13 A Ex 63.101.89 65,009.13 66,944.81 68,953.13 71,224.89 73,23.44 75.6 A 5.70 46.950 48.330 49.815 52.980 52.980 52.980 Ex 65,235.77 <t< th=""><th>DE 15</th><th>Ĕ</th><th>56,979.44</th><th>58,701.64</th><th>60,449.50</th><th>62,263.00</th><th>64,130.89</th><th>66.054.81</th></t<>	DE 15	Ĕ	56,979.44	58,701.64	60,449.50	62,263.00	64,130.89	66.054.81
A Ex 58,973.73 60,756.22 62,565.23 64,442.20 66,375.45 68,375.45 68,375.45 68,375.45 68,375.45 68,375.45 68,275.45 68,375.45 76,485.55 76,485.55 76,485.55 76,485.55 76,486.55 76,486.55 76,484.89 73,779.87 75,993.25 78,234 75,683.09 78,234 75,683.09 78,234 75,683.09 78,248.30 78,248.30 76,484.89 76,484.89 76,484.89 76,484.89 76,484.89 76,484.89 76,484.89 76,484.89 76,484.89 73,723.44 75,683.09 78,344.81 76,483.30 76,274.86 76,483.30 76,733.42 <th>(O)</th> <th>I</th> <td>27.42</td> <td>28.25</td> <td>29.09</td> <td>29.95</td> <td>30.85</td> <td>31.75</td>	(O)	I	27.42	28.25	29.09	29.95	30.85	31.75
A Ex 58,973.73 60,756.22 62,565.23 64,442.20 66,375.45 68,37 A Ex 29.21 30.11 30.99 31.94 47.910 42.570 43.815 45.165 46.485 47.910		0	41.130	42.375	43.635	44.925	46.275	47.625
H 28.38 29.21 30.11 30.99 31.94 O 42.570 43.815 45.165 46.485 47.910 4 Ex 60.968.02 62.797.06 64.680.96 66.621.41 68,620.06 70,6 A Ex 60.968.02 62.797.06 64.680.96 66.621.41 68,620.06 70,6 A Ex 63.101.89 65,009.13 66,944.81 68,953.13 71,021.75 73,1 A S.570 46.950 48.330 49.815 51.300 5 Ex 65,235.77 67,207.51 69,208.63 71,284.89 73,423.44 75,6 A 7.519.03 69,559.78 71,630.94 73,779.87 75,993.25 78,2 Ex 67,519.03 69,559.78 71,630.94 73,779.87 75,993.25 78,2 B S.449 50.175 51.705 53.235 54.810 56,933.25 78,2 B S.449 76,645.09 76,274.86 76,274.86 76,248.00 76,993.25 76,248.00	JE 15A	ŭ	58,973.73	60,756.22	62,565.23	64,442.20	66,375,45	68.366.74
Ex 60,968.02 62,797.06 64,680.96 66,621.41 68,620.06 70,6 A Ex 60,968.02 62,797.06 64,680.96 66,621.41 68,620.06 70,6 A Ex 63,101.89 65,009.13 66,944.81 68,953.13 71,021.75 73,13 A Ex 63,137 48,330 49.815 73,423.44 75,6 A T.055 48,495 49.950 51,435 52,980 52,980 Ex 67,519.03 69,559.78 71,630.94 73,779.87 75,993.25 78,24 B A R.735 50,802.26 71,912.04 74,053.27 76,	MA)	I	28.38	29.21	30.11	30.99	31.94	32.88
Ex 60,968.02 62,797.06 64,680.96 66,621.41 68,620.06 70,68 A Ex 43.965 45.315 46.650 48.075 49.485 5 A Ex 63,101.89 65,009.13 66,944.81 68,953.13 71,021.75 73,1 A Ex 63,101.89 65,009.13 66,944.81 68,953.13 71,021.75 73,1 A Ex 63,101.89 65,009.13 66,944.81 68,953.13 71,021.75 73,1 B A5.570 46.950 48.330 49.815 51.300 5 C Ex 65,235.77 67,207.51 69,208.63 71,284.89 73,423.44 75,6 A 7.055 48.495 49.950 51.435 52.980 5 78,23 A 3.34 33.45 34.47 35.49 35.49 36.54 36.54 36.54 A 48.735 50.175 51.705 53.235 54.810 56 56.305 A 48.735 71,912.04 74,053.27 76,274.86 78,944.47		0	42.570	43.815	45.165	46.485	47.910	49.320
A Ex 63,101.89 30.21 31.10 32.05 32.99 A Ex 43.965 45.315 46.650 48.075 49.485 5 A Ex 63,101.89 65,009.13 66,944.81 68,953.13 71,021.75 73,13 A Ex.570 46.950 48.330 49.815 51.300 5 Ex 65,235.77 67,207.51 69,208.63 71,284.89 73,423.44 75,6 A 7.055 48.495 49.950 51.435 52.980 5 A 7.055 48.495 71,630.94 73,779.87 75,993.25 78.2 A 8.735 50.175 51.705 53.235 54.810 56.4810 56.4810 A 8.735 50.175 51.705 53.235 54.810 56.24810 56.278 A 8.735 50.175 51.705 55.095 56.730 56.730 56.730 56.730 56.730 56.730 56.730 56.730 56.730 56.730 56.730 56.730 56.730 56.730 <th>JE 16</th> <th>Ë</th> <th>60,968.02</th> <th>62,797.06</th> <th>64,680.96</th> <th>66,621.41</th> <th>68,620,06</th> <th>70 678 65</th>	JE 16	Ë	60,968.02	62,797.06	64,680.96	66,621.41	68,620,06	70 678 65
A Ex 63,101.89 65,009.13 66,944.81 68,953.13 71,021.75 73,1 A Ex 63,101.89 65,009.13 66,944.81 68,953.13 71,021.75 73,1 A 5.570 46.950 48.330 49.815 51,300 5 Ex 65,235.77 67,207.51 69,208.63 71,284.89 73,423.44 75,6 A 7.055 48.495 49.950 51,435 52.980 5 Ex 67,519.03 69,559.78 71,630.94 73,779.87 75,993.25 78,2 B 5 60,802.26 71,912.04 74,053.27 76,274.86 78,563.09 80,9 Ex 69,802.26 71,912.04 74,053.27 76,274.86 78,563.09 80,9 Ex 69,802.26 71,912.04 74,053.27 76,274.86 78,563.09 80,9 Ex 69,802.26 71,912.04 74,053.27 76,274.86 78,944.47 81,312.78 83,78 Ex 72,245.37 74,28.97 76,645.09 78,9	(ON	I	29.31	30.21	31.10	32.05	32.99	33.00
A Ex 63,101.89 65,009.13 66,944.81 68,953.13 71,021.75 73,31.20 A 5.570 46.950 48.330 32.22 33.21 34.20 73,20 Ex 65,235.77 67,207.51 69,208.63 71,284.89 73,423.44 75,32 Ex 65,235.77 67,207.51 69,208.63 71,284.89 73,423.44 75,32 Ex 67,519.03 69,559.78 71,630.94 73,779.87 75,993.25 78,34 Bx 69,802.26 71,912.04 74,053.27 76,274.86 78,563.09 80,54 Bx 69,802.26 71,912.04 74,053.27 76,274.86 78,563.09 80,54 Bx 72,245.37 74,428.97 76,645.09 78,944.47 81,312.78 83,7 Bx 72,245.37 76,645.09 78,944.47 81,312.78 66,57.06 65.205 66,57.07 66,57.07 66,65.07 66,65.07 66,65.07 66,65.07 66,65.07 66,65.09 66,65.09 66,75.09 78,944.47		0	43.965	45.315	46,650	48.075	49 485	20.33
A Ex 63,101.89 65,009.13 66,944.81 68,953.13 71,021.75 73 O 45.570 46.950 48.330 49.815 71,021.75 73 Ex 65.235.77 67.207.51 69,208.63 71,284.89 73,423.44 75,332 O 47.055 48.495 49.950 51.435 52.980 78,433 Ex 67,519.03 69,559.78 71,630.94 73,779.87 75,993.25 78,324 O 48.735 50.175 51.705 53.235 54.810 36.54 Ex 69,802.26 71,912.04 74,053.27 76,274.86 78,563.09 80,312 Ex 69,802.26 71,912.04 74,053.27 76,274.86 78,563.09 80,312 Ex 69,802.26 71,912.04 74,053.27 76,274.86 78,563.09 80,312 Ex 72,245.37 74,428.97 76,645.09 78,944.47 81,312.78 83,10 Ex 72,245.37 76,645.09 78,944.47							2	30,303
H 30.38 31.30 32.22 33.21 34.20 O 45.570 46.950 48.330 49.815 51.300 Ex 65,235.77 67,207.51 69,208.63 71,284.89 73,423.44 75,33 O 47.055 48.495 49.950 51.435 52.980 78,32 Ex 67,519.03 69,559.78 71,630.94 73,779.87 75,993.25 78,3 O 48.735 50.175 51.705 53.235 54.810 36.54 Ex 69,802.26 71,912.04 74,053.27 76,274.86 78,563.09 80,3 O 50.415 51.915 53.490 55.095 56.730 80,3 Ex 72,245.37 74,28.97 76,645.09 78,944.47 81,312.78 83,10 A 34.72 35.78 56.97 56.95 56.50 66.57 66.57 B 72,245.37 74,28.97 76,645.09 78,944.47 81,312.78 83,10	E 16A	Ä	63,101.89	65,009.13	66,944.81	68,953.13	71,021.75	73,152,39
C 45.570 46.950 48.330 49.815 51.300 Ex 65,235.77 67,207.51 69,208.63 71,284.89 73,423.44 75,32 O 47.055 48.495 49.950 51.435 52.980 78,32 Ex 67,519.03 69,559.78 71,630.94 73,779.87 75,993.25 78,32 O 48.735 50.175 51.705 53.235 54.810 36.54 Ex 69,802.26 71,912.04 74,053.27 76,274.86 78,563.09 80,37 D 50.415 51.915 53.490 55.095 56.730 80,37 Ex 72,245.37 74,28.97 76,645.09 78,944.47 81,312.78 83,73 A 33.61 35.78 36.85 37.98 39.10 65.2096 55.096 65.2096 65.2096 65.650 66.650 66.650 66.650 66.650 66.650 66.650 66.650 66.650 66.650 66.650 66.650 66.650	ξ Y	I,	30.38	31.30	32.22	33.21	34.20	35.21
Ex 65,235.77 67,207.51 69,208.63 71,284.89 73,423.44 75,324 O 47.055 48.495 49.950 51.435 52.980 Ex 67,519.03 69,559.78 71,630.94 73,779.87 75,993.25 78,78 O 48.735 50.175 51.705 53.235 54.810 80,36.74 Ex 69,802.26 71,912.04 74,053.27 76,274.86 78,563.09 80,37.82 O 50.415 51.915 53.49 35.79 56.730 80,37.82 Ex 72,245.37 74,428.97 76,645.09 78,944.47 81,312.78 83,10 A 34.72 35.78 56.970 56.970 58.650 68.650		0	45.570	46.950	48.330	49.815	51.300	52.815
H 31.37 32.33 33.30 34.29 35.32 O 47.055 48.495 49.950 51.435 52.980 Ex 67,519.03 69,559.78 71,630.94 73,779.87 75,993.25 78 A 48.735 50.175 51.705 53.235 54.810 80, 85.4 Ex 69,802.26 71,912.04 74,053.27 76,274.86 78,563.09 80, 37.82 H 33.61 34.61 35.66 36.73 37.82 87.3 Ex 72,245.37 74,428.97 76,645.09 78,944.47 81,312.78 83, 39.10 Ex 72,245.37 74,428.97 76,645.09 78,944.47 81,312.78 83, 10 A 34.72 35.79 36.85 56.970 58.650 56.970	E 17	Ĕ	65,235.77	67,207.51	69,208.63	71.284.89	73 423 44	75 626 15
C 47.055 48.495 49.950 51.435 52.980 Ex 67,519.03 69,559.78 71,630.94 73,779.87 75,993.25 78,933.25 H 32.49 33.45 34.47 35.49 36.54 78,533.25 Ex 69,802.26 71,912.04 74,053.27 76,274.86 78,563.09 80,37.32 Do 50.415 51.915 53.49 55.095 56.730 80,37.32 Ex 72,245.37 74,428.97 76,645.09 78,944.47 81,312.78 83,39.10 A 34.72 35.79 36.85 56.370 58.650 68.650	(00	I	31.37	32.33	33.30	34.29	35.32	36.37
Ex 67,519.03 69,559.78 71,630.94 73,779.87 75,993.25 78,779.87 A 32.49 33.45 34.47 35.49 36.54 36.54 A 48.735 50.175 51.705 53.235 54.810 80,36.54 Ex 69,802.26 71,912.04 74,053.27 76,274.86 78,563.09 80,37.82 O 50.415 51.915 53.490 55.095 56,730 80,37.82 Ex 72,245.37 74,428.97 76,645.09 78,944.47 81,312.78 83,310 A 52.080 53.685 55.275 56.970 58.650 68.650		0	47.055	48.495	49.950	51.435	52.980	54.555
H 32.49 33.45 34.47 35.49 36.54 O 48.735 50.175 51.705 53.235 54.810 Ex 69,802.26 71,912.04 74,053.27 76,274.86 78,563.09 80,37.3 O 50.415 51.915 53.490 55.095 56.730 83.4 Ex 72,245.37 74,428.97 76,645.09 78,944.47 81,312.78 83,39.10 A 34.72 35.79 36.85 37.98 39.10 52.080 53.685 55.275 56.970 58.650		Ä	67,519.03	69,559.78	71,630.94	73,779.87	75,993.25	78.273.05
C 48.735 50.175 51.705 53.235 54.810 Ex 69,802.26 71,912.04 74,053.27 76,274.86 78,563.09 80,37.3 O 50.415 51.915 53.490 55.095 56.730 Ex 72,245.37 74,428.97 76,645.09 78,944.47 81,312.78 83,10 O 52.080 53.685 55.275 56.970 58.650	(¥O	Ŧ,	32.49	33.45	34.47	35.49	36.54	37.64
Ex 69,802.26 71,912.04 74,053.27 76,274.86 78,563.09 80,53.09 H 33.61 34.61 35.66 36.73 37.82 37.82 O 50.415 51.915 53.490 55.095 56.730 56.730 56.730 Ex 72,245.37 74,428.97 76,645.09 78,944.47 81,312.78 83,7 H 34.72 35.79 55.275 56.970 58.650 6		0	48.735	50.175	51.705	53.235	54.810	56.460
H 33.61 34.61 35.66 36.73 37.82 O 50.415 51.915 53.490 55.095 56.730 5 Ex 72,245.37 74,428.97 76,645.09 78,944.47 81,312.78 83,7 H 34.72 35.79 36.85 57.275 56.970 58.650 6		Ĕ	69,802.26	71,912.04	74,053.27	76,274.86	78,563.09	80.919.96
C 50.415 51.915 53.490 55.095 56.730 5 Ex 72,245.37 74,428.97 76,645.09 78,944.47 81,312.78 83,7 H 34.72 35.79 36.85 37.98 39.10 O 52.080 53.685 55.275 56.970 58.650 6	() ()	I	33.61	34.61	35.66	36.73	37.82	38.96
Ex 72,245.37 74,428.97 76,645.09 78,944.47 81,312.78 H 34.72 35.79 36.85 37.98 39.10 52.080 53.685 55.275 56.970 58.650		0	50.415	51.915	53.490	55.095	56.730	58.440
H 34.72 35.79 36.85 37.98 39.10 O 52.080 53.685 55.275 56.970 58.650		Ж:	72,245.37	74,428.97	76,645.09	78,944.47	81,312.78	83,752.15
52.080 53.685 55.275 56.970 58.650		Ξ,	34.72	35.79	36.85	37.98	39.10	40.27
		0	52.080	53.685	55.275	56.970	58.650	60.405

116 2016 2016 2016 2016 2016 2016 2016 2	20 115,475.05 118,913.34 122,480.73 89 55.51 57.17 58.88	83.265 85.755 8	119,5	57.47	JU 86.205 88.815 91.455	123,558.29 127,2	59.40	05 89.100 91.770 94.515	127,882.84 131,690.58 135,6	61.50 63.33 92.250 94.995	132,207.37 136,1	63.59 65.47		136,834.63 140,9	65.77	5 98.655 101.640 104.670	5 141,461.90 145,673.94 150,044.14	4 68.01 70.07 72.16	0 102.015 105.105 108.240	6 146,413.07 150,772.52 155.295.71	70.38 72.50	105.570 108.750 11	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	131,364.25 155,871.14 160,5 72.77 74.96	109.155	7 156.661.96 161.326.60 166.166.20	75.34 77.58	113.010 116.370 11	161,9	116.790 120.330 123.930	167,628.31 172,6	80.60 83.01	120.300 124.515 128.235
II.	GRADE 25 Ex 112,087.20 (6W0) H 53.89	0 80.835	A Ex 116,0	(6WA) H 55.80	>	6 Ex 119,9		0 86.505	GRADE 26A Ex 124,130.97	Ü	 7 Ex 128,3	(oru) H 61.73 O 92.595)	132,8	٦ ٦	95.775	28 Ex 137,3	_	O 99.060	GRADE 28A Ex 142,117.56	(6ZA) H 68.33	0 102.495	GRADE 29 EV 146 023 46	ŢÏ	o 105.990	GRADE 29A Ex 152,065.77	(60A) H 73.14	0 109.710	0 Ex 157,2	0 113.400	162,7	(8.25	

2016 STED AL 7	195 004 61	93.78	140.670	201 820 76	97.03	145.545	208 654 93	100 33	150.495	215,957.86	103.85	155.775	223,260.76	107.36	161.040	231,074.88	111.12	166.680	238 880 04	114.87	172.305	247 250 14	118.88	178.320	255 611 25	122 91	184.365	264 557 62	127.20	190.800	273.504.03	131 53	197.295		75.55	
2016 STEP A 6 STE				195 951 22 201			202.577.61 208			209,667.83 215	100.83		216,758.01 223	104.22	156.330 1	224,344.54 231,			231 931 08 238			240.048 67 247		_	248.166.24 255			256.852.07 264	}		265,537.88 273.5		_		2/4,631./1 283,0/6.65	
3 2016 STFP AI 5	183.810.54		13	190,243,91		13	196,677.28		14	203,560.97	97.90	146.850	210,444.67	101.19	151.785	217,810.24		157.095	225 175 80		-	233,056,96		-	240,938.13	115.86	173.790	249,370,94	119.92	179.880	257,803.79	123.95	185.925	00 308 330	20,040,004	
5 2016 STEP AL4	1		128.730	184.702.83		13	190,948.81		13	197,632.02	95.05	142.575	204,3		147.345	211	101.69	152.535	218.617.32	105 12	157.680	226,268.90	108.79	163.185	233,920.50	112.47	168.705	242,107.72	116.41	174.615	250,294.93	120.34	180.510	259 055 25	11:11:11	. (
6 2016 STEP AL3	ı	83.30	124.950	179,362.29		129.345	185,427.69		13	191,917.63	92.26	138,390	198,4		143.070	205,351.89	98.73	148.095	212,296.18		_	219,726.52		158.460	227,156.89	109.22	163.830	235,107.39	113.02	169.530	243,057.88	116.86	175.290	251,564.90		420.00
2016 STEP AL2	x 168,212.68	H 80.86	121.290	x 174,100.13	H 83.71	125.565	x 179,987.56	H 86.56	129.840	186,2	89.60	134.400	192,5	_	138.900	199,3	_	143.745	206,067.78	60.66	148.635	213,280.15	102.56	153.840	220,492.49	106.04	159.060	228,209.74	109.72	164.580	235,		170.160	244,184.43		117 20
GRADE	GRADE 31 Ex	(620)	0	GRADE 31A Ex	(62A) I	0	GRADE 32 Ex	(630) F	0	⋖	(63A) H	0	Ε. Π	(640) H	D	3A E	(64A) H	0	GRADE 34 Ex	H (029)	0	GRADE 34A Ex	(65A) H	0	GRADE 35 Ex	H (099)	0	GRADE 35A Ex	(66A) H	0	9	(670) H	0	GRADE 36A Ex		(67A)